

★ RATEMY**APPRENTICESHIP**

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A GUIDE TO CAREER OPTIONS 2021

For school and college leavers



It's a new world, ready for your new skills.

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Accelerating our digital transformation.

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@ pwc_uk_careers | **YouTube** PwC UK Careers

@pwc_uk_careers

Valuing Difference. Driving Inclusion.



WELCOME TO A GUIDE TO CAREER OPTIONS 2021

Deciding what to do when you leave school or college can be tricky. Throw a planet-pausing pandemic into the mix and it seems even trickier...

The good news is, most companies have found a way to continue hiring students fresh out of school or college - so you still have tons of options!

This guide is packed with advice to help you take control of your career; from choosing the right path to acing your online application.

It also features the **Top 100 Apprenticeship Employers 2021**, which is based on thousands of reviews written by real apprentices. These employers are the best in the business when it comes to apprenticeships and work experience schemes, so a great place to start your search.

Wherever your career takes you, we're here to help.

Stay safe and look after each other,

The RateMyApprenticeship Team x





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ONE-PAGE PROFILES**

REGIONAL AWARDS



PETER MUCKLOW, DIRECTOR OF APPRENTICESHIPS, EDUCATION AND SKILLS FUNDING AGENCY

Anyone aged 16 or over can become an apprentice. There is no upper age limit, enabling many individuals to start their career, change career, or return to the workplace as an apprentice. New apprenticeship standards are available all the time, in a broad range of occupations, including manufacturing engineer, clinical practitioner, and architect and ranging from a Level 3 acoustic technician to a Level 7 specialist community and public health nurse. There really is an apprenticeship for everybody and the variety and richness of apprenticeships on offer means they are becoming a more appealing option for individuals and employers alike.

There are lots of benefits to being an apprentice, from getting paid and training at the same time, with at least 20% of your time spent in 'off the job' training - often at a college, university or with a training provider. Apprentices benefit from receiving the training, needed by industry, whilst being on the career path of their choice.

An apprenticeship can take between one and six years to complete, depending on the apprenticeship standard chosen, the level of apprenticeship and any previous experience an apprentice brings. There are many, many different apprenticeships available all over England, at companies large and small, in a wide range of industries, from local organisations to large national brands.

Apprenticeships offer the opportunity to chase dream jobs, kick start amazing careers and reach your potential.

Visit www.apprenticeships.gov.uk to find out more. Search and apply for apprenticeship vacancies:

[www.apprenticeships.gov.uk/apprentice/
find-an-apprenticeship](http://www.apprenticeships.gov.uk/apprentice/find-an-apprenticeship)

Peter Mucklow,
Director of Apprenticeships



A NOTE TO PARENTS

With tuition fees costing a hefty £9,250 per year, more and more young people are swapping university for paid apprenticeships with the UK's biggest and brightest employers.

But how much do YOU really know about apprenticeships?

Let's start by answering a few questions...

HOW MUCH WILL MY CHILD BE PAID?

Based on the thousands of reviews submitted to [the Apprenticeship Salary Survey](#), the average salary for an apprentice was **£18,662** in 2020.

WHO FUNDS APPRENTICESHIPS?

Every programme is co-funded by the government and the employer. This is possible because of the apprenticeship levy, which was introduced by the government in 2017 to replace all taxpayer funding of apprenticeships.

IS MY CHILD GUARANTEED A JOB AT THE END?

Not necessarily, but almost, 90% of apprentices go into work or further training after completing an apprenticeship, with two-thirds of those staying with the same employer.

HOW HAS COVID-19 IMPACTED APPRENTICESHIPS?

Certain industries have been hit harder than others. Where possible, employers have moved their programmes online so that school leavers don't miss out on vital work experience. This guide is packed with advice on tackling the likes of virtual assessment days and video interviews.

[The Department for Education](#) is committed to inspiring young people to reach their career goals, whether that starts with an apprenticeship or university.

Armed with this **Guide to Career Options**, you too can do everything within your power to help your child navigate their career path in these challenging times.

For a closer look at apprenticeships, head to



Here at Toyota we believe in development, not only in our products but in our people. That's why we strive to provide the best opportunities to suit individual career paths. We place great emphasis on learning by doing through our structured apprenticeship schemes. There are 2 programmes on offer at Toyota Manufacturing UK with start dates in September 2021.

Upon successful completion of the apprenticeship, you will be a permanent team member here at Toyota Motor Manufacturing UK!

Production Apprenticeship (12 months)

Location: Burnaston, Derby

This is an exciting 12 month training period, where you will develop the practical skills and theory to become a member of our production team working on our fast paced Corolla line. You will learn how to carry out production processes safely, efficiently and to outstanding quality.

You will also undertake classroom and off the job hand skills training as well as time spent away from site on further development activities.

You will learn about the Toyota Production system and our core philosophies of continuous improvement and respect, working towards a level 2 Lean Manufacturing Operative qualification!

Maintenance Apprenticeship (44 months)

Location: Burnaston, Derby and Deeside, Wales

A maintenance member develops and maintains equipment so our manufacturing team can produce the Toyota Corolla to perfect standards. Training in our Burnaston academy, you will learn and develop the technical skills and theory required to become a competent member of our maintenance team.

Some skills you will learn include welding, machining, hand tool use, robotics and electronics!

You will work towards recognised level three maintenance qualifications!

To find out more or to apply, visit www.recruitment.toyotauk.com/apprenticeships

TOYOTA
MANUFACTURING UK

GET YOUR FACTS STRAIGHT

It's time to shake the stigma attached to apprenticeships...

MYTH

An apprenticeship isn't a proper job.

FACT

Apprentices get paid to work on projects that contribute to the business.

WHY?

Think apprentices get lumped with photocopying and stapler refilling? Think again. Apprentices are given real responsibility from day one, working alongside experienced professionals to develop the skills they need to thrive in the industry. Sounds like a job to us.

MYTH

Apprenticeships only exist in trade industries.

FACT

Apprenticeships offer entry-level routes into a vast range of different careers.

WHY?

These days you can choose to do an apprenticeship in almost anything. Digital marketing. Nursing. Even bee-keeping. And that's because tons of exciting companies, including AstraZeneca, McDonald's and PwC, all hire apprentices fresh out of school.

MYTH

Most apprentices are men.

FACT

It's a 50/50 split between the number of men and women starting apprenticeships each year.

WHY?

More women started an apprenticeship in 2018/19 than men! (50.1% of them to be exact.) The gender gap is even closing in traditionally male-dominated sectors like engineering and construction.

MYTH

Apprentices don't earn very much.

FACT

An apprenticeship is a one-way ticket to financial independence.

WHY?

All employers pay above the National Minimum Wage of £4.15 an hour, with the average apprentice earning £18,662 a year. Imagine what you could spend all that hard-earned dosh on. You could start saving for your first house... or blow the whole lot on UberEats.

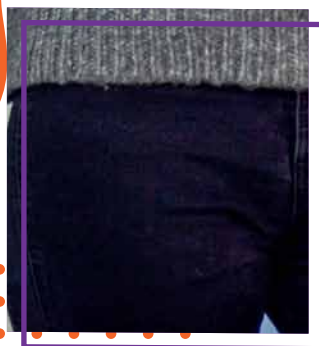
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Sonya
Senior Associate, Audit, PwC

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APPRENTICESHIP OR UNIVERSITY?

After finishing school or college, most students will either go to university, or do an apprenticeship. Let's explore the pros and cons of each option.

APPRENTICESHIPS

THE PROS

Apprenticeships offer qualifications that are equivalent to five GCSEs, all the way up to a Masters degree. (Remember, you don't have to go to university to get a degree!)

There are social perks to doing an apprenticeship, you'll be working alongside other apprentices, and most companies organise socials and after-work activities.

There are no tuition fees if you do an apprenticeship. Apprentices work, learn and earn, all at the same time.

THE CONS

An apprenticeship really is a job, and that means zero lie-ins, working 9-5, Monday to Friday.

Lord Alan Sugar has little real involvement in apprenticeships.

OTHER THINGS TO CONSIDER

You can work your way up and up the apprenticeship ladder, starting as a level 3 apprentice and work towards becoming a degree apprentice.

UNIVERSITY

THE PROS

Going to university is an opportunity to leave home, and gain some real independence. There are 130 universities in the UK and 1000s of courses to choose from.

Some degrees offer placement years, or the opportunity to study abroad.

THE CONS

University is expensive. The average student debt of graduates exceeds £40,000.

Many of the social perks of going to university are void due to COVID. Hopefully, they will return in the future!

Going to university does NOT guarantee you'll get a job after you graduate.

OTHER THINGS TO CONSIDER

Some courses are government-funded, such as nursing, so tuition-fees are not inevitable.

APPRENTICESHIPS AFTER COVID-19

The pandemic has put a stop to a lot of things. Seeing pals. Watching live sport. The entire festival season. But it hasn't put a stop to apprenticeships - so at least you can crack on with your career.

THE FACTS

When Covid-19 first steamrolled through our lives, 23% of businesses announced they were cancelling their apprenticeship and school leaver programmes.

Others were put on hold, with the practical nature of the work in industries like construction, manufacturing and retail, making a fully virtual apprenticeship impossible.

HOWEVER, the majority of companies reacted quickly, moving everything online in a matter of weeks. Interviews. Induction days. Even office tours.

And by the end of 2020, opportunities for school and college leavers were reported to have gone up by 6%! (It was a Christmas miracle.)

YOUR OPTIONS

Getting work experience during a pandemic will show future employers you're a proactive candidate, who adapted to get ahead in your career.

VIRTUAL APPRENTICESHIPS

Lots of employers are using tools like Zoom, Skype and Microsoft Teams to run elements of their apprenticeships online.

You might, for instance, have to attend a virtual assessment day, or even be onboarded remotely. Off-the-job training will either be done online or at a college, where you may have to socially distance.

VIRTUAL EXPERIENCES

Module-based schemes tend to be self-paced, so you can choose your own schedule. All you need is a decent WiFi connection!

Virtual experiences aren't a case of logging on, sending a few emails and then putting Stranger Things on. Instead, you'll carry out a series of tasks that have real value for the business.



Hasan
Corporate Tax Associate, PwC

Work Ready Virtual Experience

Developing soft skills virtually



has teamed up with Forage and Development Beyond Learning, to launch a FREE work ready virtual experience.

It's open to everyone

So if your apprenticeship has been cancelled, or you didn't have anything lined up at all, you can still develop the skills you need to thrive in the workplace - from the comfort of your pyjamas.

What you will learn

#1 Wellbeing and resilience under lockdown

The ability to bounce back has never been so important, both in and out of the workplace. Discover how to re-frame your thinking and adopt positive mindsets in these challenging times.

#2 Virtual first impressions

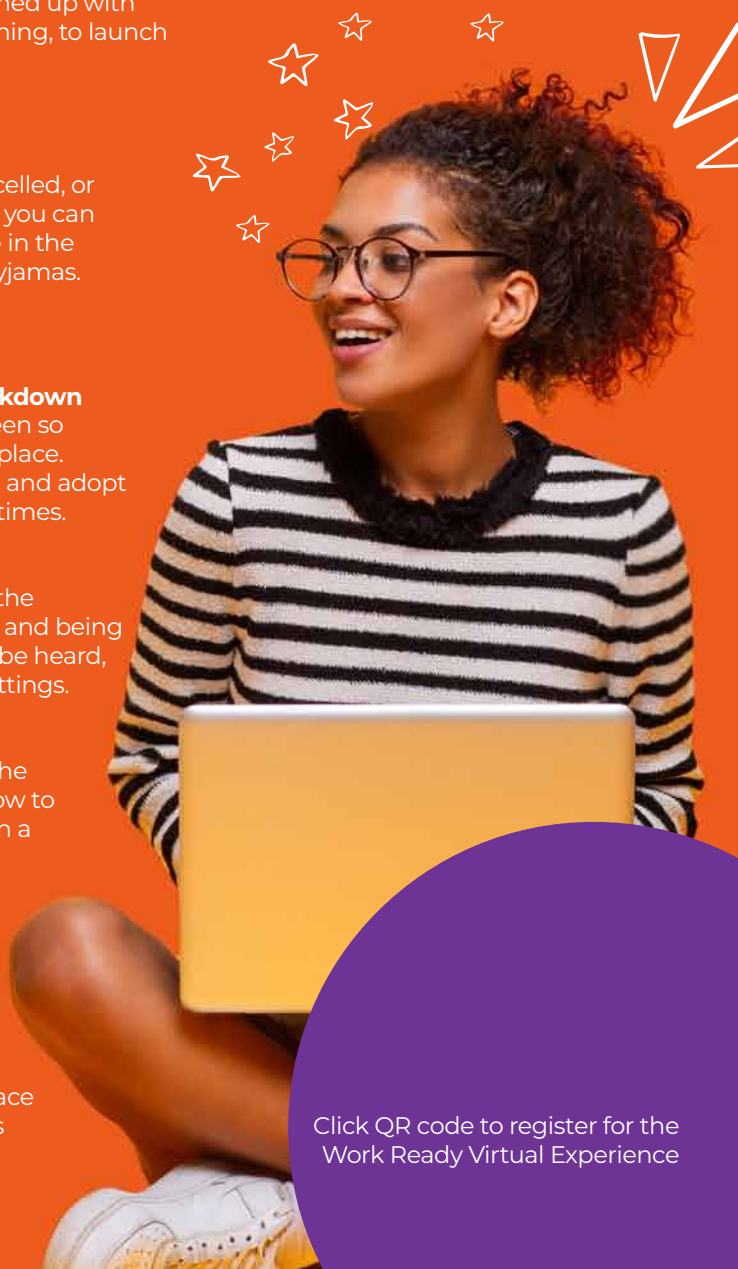
Making a good first impression can be the difference between being offered a job, and being rejected. Learn how to get noticed and be heard, without dominating others in virtual settings.

#3 Virtual networking

The new way of working has changed the way we network altogether. Find out how to use networking to elevate your career, in a virtual context.

Why join?

- Gain a certificate to put on your CV and LinkedIn
- Arm yourself with the skills employers want
- Do it in your own time, at your own pace
- Leverage the experience in interviews
- Be first to hear about apprenticeship opportunities



Click QR code to register for the Work Ready Virtual Experience

THE LOWDOWN ON T LEVELS

T Levels are a brand new, post-GCSE qualification designed to take your future to the next level. Here's what you need to know...

WHAT ARE T LEVELS?

A T Level is equivalent to three A Levels, and takes two years of full-time study to complete. Students can then go straight into skilled employment, further study OR a higher apprenticeship.

HOW DO THEY WORK?

T Level students spend **80%** of their time in the classroom, learning the relevant core theory and concepts. And the other **20%** putting this into practice on a 45-day industry placement.

To get your certificate, you'll need to complete the technical qualification and industry placement, plus have passes in English and Maths at Level 2/GCSE.

WHY CHOOSE T LEVELS?

- Get real workplace experience on your CV
- Develop the exact skills employers want
- Gain nationally-recognised qualifications

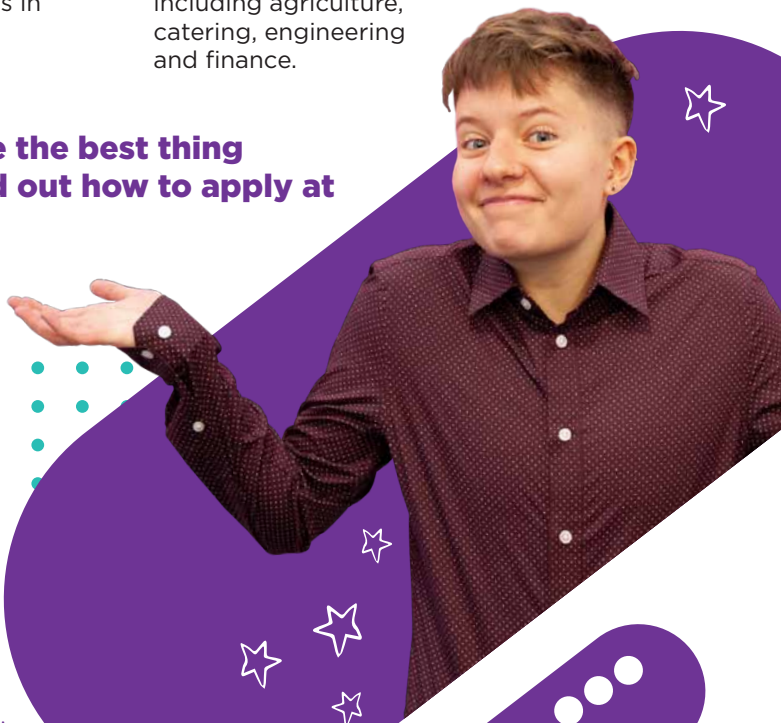
WHAT SUBJECTS ARE AVAILABLE?

The very first T Levels were launched in September 2020:

- Design, Surveying and Planning for Construction
- Digital Production, Design and Development
- Education and Childcare

And that's just the start. Another 21 subjects are being rolled out over the next few years, including agriculture, catering, engineering and finance.

Reckon T Levels sound like the best thing since holes in cheese? Find out how to apply at



Ella
Junior Management
Consultant Apprentice, IBM

TRAINING PROVIDERS EXPLAINED

Apprentices spend 80% of their time at work, learning on-the-job.

The other 20% is for off-the-job training. That's where the training provider comes in.

TYPES OF TRAINING PROVIDERS

There are four main types of training providers:

1. FURTHER EDUCATION COLLEGES

Just like a sixth-form college but in a much more adult environment. You'll call the tutors by their first names, and students are aged anywhere between 16 to 99 (although most will be 16 to 18).

2. INDEPENDENT TRAINING PROVIDERS

Employers that can't deliver the off-the-job training outsource it to these organisations. They only train apprentices, unlike colleges where apprentices mix with students in full-time education.

3. IN-HOUSE TRAINING PROVIDERS

Large employers have in-house tutors and training facilities. BAE Systems, Barclays and Virgin Media all have these capabilities within their company.

4. UNIVERSITIES

Universities and other higher education institutions act as training providers for level 4, 5, 6 and 7 apprentices.

HOW THEY SUPPORT YOU

Your training provider is there to ensure you receive...

- an induction when you begin your apprenticeship
- a detailed training plan
- regular progress reviews
- opportunities to practice off-the-job learning
- mentoring and general support throughout your apprenticeship

APPRENTICESHIPS IN SCOTLAND

Over 28,000 young people in Scotland started an apprenticeship last year.

WHAT IS AN APPRENTICESHIP?

Apprenticeships are often described as being 'like a real job' - they are a real job. An apprenticeship is an opportunity to kickstart a career at age 16-18, immediately after you finish school.

Apprentices spend 80% of their time at work, and spend the other 20% off-the-job working towards qualifications.

WHAT IS AVAILABLE?

There are three different levels of apprenticeships in Scotland - foundation, modern and graduate.

1 FOUNDATION

If you're studying towards your Highers or National 5s, you can complete a foundation apprenticeship alongside your studies.

After 1-2 years, you'll finish your apprenticeship with work experience and extra qualifications that are equivalent to two Scottish Highers.

2 MODERN

Modern apprenticeships is a term used to describe all jobs that include work-based training in Scotland.

There are a range of qualifications on offer between SCQF 5, which is equivalent to National 5s, all the way up to SCQF 11, which is equivalent to a degree.

To qualify for a modern apprenticeship you must have reached the Scottish statutory minimum school leaving age. That's aged 16 for most people.

You also have to be:

- Living in Scotland
- Not in full-time education

3 GRADUATE

Graduate apprenticeships are an alternative to a traditional university degree. You'll work for a company full-time, and study towards a bachelors or masters degree on the side.

These apprenticeships can last anywhere between 3-6 years, and have been developed through a partnership between the higher/further education and Scottish industry.

There are a crazy range of graduate apprenticeships currently available, including in civil engineering, financial services and cyber security.

**If you want to
discover more about
apprenticeships in Scotland, visit:**

WHICH PATH WILL YOU TAKE?

Do you know what you're going to do when you finish school or college?
If you haven't got the foggiest idea, don't panic. Our Next Step Explorer can
help you find the right path in seconds.

I AM 16-18

I AM 14-16

ARE YOU DOING
YOUR A LEVELS,
T LEVELS OR
A BTEC?

DO YOU WANT TO
DO A LEVELS, T
LEVELS OR
A BTEC?

DO YOU WANT TO
GO TO UNIVERSITY?

DO YOU WANT TO DO
AN APPRENTICESHIP?

DO YOU HAVE THE
REQUIRED GRADES?

DO YOU MEET THE
ENTRY REQUIREMENTS?

DO YOU WANT TO
COMBINE UNIVERSITY
WITH WORKING IN
INDUSTRY?

CHECK WHEN
CLEARING OPENS

A TRAINEESHIP
QUALIFIES YOU FOR...

NO

YES

YES

NO

NO

YES

NO

YES

YES

NO

NO

YES

NO

YES



Schneider Electric APPRENTICESHIP PROGRAMME



Do you want to join an **AWARD-WINNING** Apprenticeship Programme?

Are you ready to obtain a qualification whilst gaining on the job training and earning a salary?

Join our Schneider Electric Apprenticeship and be part of a programme in which you'll get to study towards and achieve the relevant qualifications over a part-time programme whilst learning on the job. You will embark on a series of placements working alongside our expert teams, while making a real contribution to an advanced engineering and technology global organisation. In detail, we provide full training which includes an induction and a personal development programme. Our programme offers both technical and non-technical pathways.



We offer the
following types of
APPRENTICESHIPS:



ADVANCED APPRENTICESHIP

Level 3 Extended Diploma Qualification. Candidates will need 5 GCSE's Grade 4/C or above, including Math's, English and Science.



HIGHER APPRENTICESHIP

Level 4/5 Higher Qualification - HNC/HND- Candidates will need 2 A-levels Grade C and above or equivalent.



DEGREE APPRENTICESHIP

Level 6 Degree Qualification. Candidates will need 3 A-levels Grade C and above or equivalent.

BE PART OF OUR #SEGREATPEOPLE

Schneider's purpose is to empower all to make the most of our energy and resources, bridging progress and sustainability for all. We call this Life Is On. Our mission is to be your digital partner for Sustainability and Efficiency.

We are the most local of global companies. We are advocates of open standards and partnership ecosystems that are passionate about our shared Meaningful Purpose, Inclusive and Empowered values.

APPLY NOW!

For more information, please contact:
EarlyTalent.UKI@se.com



APPRENTICESHIP APPLICATION FORMS

Most apprenticeships begin with an online application form, which usually includes:

- A PERSONAL INFORMATION**
- B DETAILS ABOUT YOUR EDUCATION**
- C PREVIOUS WORK EXPERIENCE**
- D QUESTIONS ABOUT YOUR HOBBIES, STRENGTHS AND INTERESTS**

APPRENTICESHIP PROGRAMME APPLICATION PROCESS

A PERSONAL DETAILS

Surname: Forename:
Address: Mob No.:
Postcode: Home No.:
Date of Birth: Email:
Nationality: National Insurance No.:

B EDUCATION

Secondary School(s) and College(s) attended (including current School/College): From: To:

QUALIFICATIONS

Qualifications already obtained:
Exam: (eg GCSE/A/AS/NVQ) Subject: Result/Grade:

Exams to be taken before starting your apprenticeship:
Exam: (eg GCSE/A/AS/NVQ) Subject: Forecast Grade:

C EMPLOYMENT

Starting with your most recent employer:
Job Title: Company:
Duties, Responsibilities and Achievements:

D QUESTIONS FROM THE EMPLOYER

Why are you a great candidate for this role?

Where do you see yourself in 5 years?

PROCEED WITH APPLICATION

TIPS AND TRICKS

1

Read the form from beginning to end before you start filling it in. Just like an exam paper.

2

Print off the job description and circle all the desired skills. Or write them down and make a checklist. Include these skills in your written answers.

3

If you don't have any work experience, you can include any voluntary or charity work you've completed.

4

Write your responses in a separate Microsoft Word or Google doc. Spell check your work, and then copy and paste it into the form.

5

Once you've finished, save a copy of all your responses. It means you have some answers ready to tweak and tailor for another application.

YOUR CV



CVs are kind of like Tinder profiles - except they get you interviews, not dates. Here's how to write one that makes employers swipe right.

CONTACT DETAILS

 Email

 Phone

Add your LinkedIn or even your Instagram (if you have a hobby or work-related account).

KEY SKILLS

- Put together a list of your skills, with real-life examples where you've used them.
- Meet the job description by targeting the skills employers are looking for.
- Include both soft skills (e.g. resilience, creativity, critical thinking) and technical skills (e.g. project management, data analysis, PhotoShop).

INTERESTS

What do you do when you're not studying or watching Netflix? Whether you're a champion chess player or in the school hockey team, stick it here.

YOUR NAME

PERSONAL PROFILE

Just two or three sentences that sum up who you are and why you want to apply.

EDUCATION & QUALIFICATIONS

List your qualifications, starting with the most recent.

Tailor your CV to the job by including any relevant school or college projects you've worked on.

PROFESSIONAL EXPERIENCE

For each job, highlight the key projects you worked on, how you made an impact and what you learnt.

No relevant experience? Your part-time job at Lidl's bakery, or that lucrative eBay side hustle you're running, will also show employers you're capable, proactive and hardworking.

WORK EXPERIENCE

Have you got any work experience that is relevant to the scheme you're applying for?

You can also list any voluntary or charity work you have completed.

REFERENCES

Choose people that know you personally, e.g. a teacher or school careers advisor.

Employers will contact you if they want to speak to your references - so write **'References are available on request'**.

WRITING A COVER LETTER

Writing a cover letter is a bit like getting in and out of tight trousers. It's tricky. Here's a guide to writing one...

Avoid writing 'Dear Sir/Madam' or 'To whom it may concern'. If you're unsure who you're writing to, contact the company and ask. It shows initiative!

Explain where you first heard about the company and the role. Employers love to know where you found them.

Try and avoid using buzzwords and clichés, such as describing yourself as 'always giving 110%'.

Dear Name,

Begin by specifying which job you are applying for, and where you found the job.

Then, explain why you are interested in the job. Do some research and relate it to the company's values, their vision or a recent project they have been involved in.

Next, you need to illustrate why you should be considered for the role. Focus on your experience or qualifications, and what skills you can bring to the party.

Thank the reader for considering your application, and mention that you'd love to discuss your application further in an interview.

Yours Sincerely,

Your Name

Your Name
Address
Telephone Number
Email Address

Date

The reviews on

are a great place to start researching specific companies.

Re-read your cover letter carefully and check the spelling and grammar before you send it.

Re-engineer your education.
Study engineering.
Work on real projects.
Get paid a salary.

A degree

You'll study a four-year, immersive BEng (Hons) Engineering programme, on our degree apprenticeship. And you won't pay any tuition fees.

A career

You're a Dyson engineer from the start. You'll play a crucial role in the Dyson world and earn a competitive salary.

An experience

Life at The Dyson Institute is far from ordinary. It's for those with a passion for solving problems and a fascination for how things work.

If you'd rather get hands on with real engineering challenges, register an interest now: www.dysoninstitute.com

VIDEO INTERVIEWS

Many employers have now moved their entire application process online - including the interview. Here are some tips to help you nail your next video interview.

- Create a distraction-free space with good lighting and a neutral background. (Sitting in front of a Joe Exotic poster doesn't scream professionalism.)
- Dress as if you were going to the interview in person. Ensure your bottom half matches your top, in case you need to get out of your seat.
- Check your laptop is charged and the webcam is working BEFORE the interview begins. (If you don't have either, you might be able to use the camera on your phone.)
- Be aware that any sound you make will likely get picked up by your microphone. So avoid any unnecessary paper rustling or pen clicking.
- If you have a rubbish internet connection or the call cuts out, don't panic! Play it cool and treat it as a test of your adaptability.
- Finally, don't be scared to ask the interviewer to repeat a question. If you can't hear or miss something, just ask!

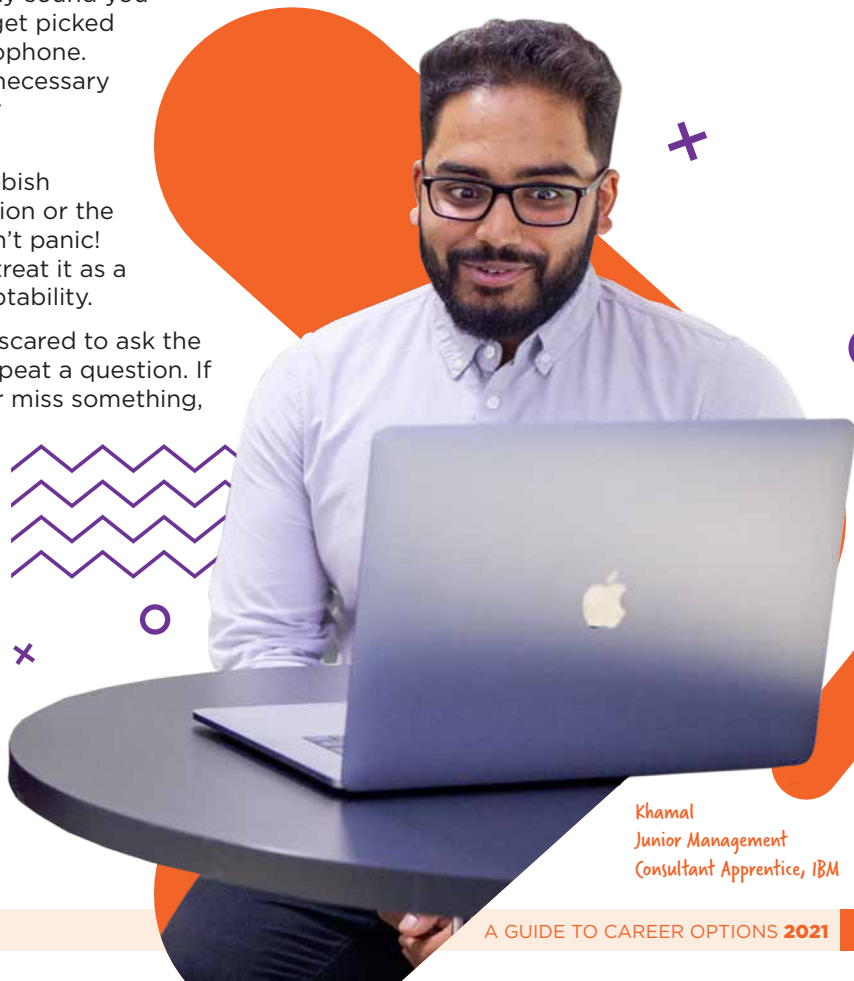
THERE ARE TWO MAIN TYPES OF VIDEO INTERVIEW:

LIVE

You and your interviewer will see each other in real-time, via a video platform like Zoom, Skype or Microsoft Teams.

PRE-RECORDED

Instead of having a two-way conversation, you'll answer a set of pre-recorded questions. There's usually a time limit, but most platforms allow you to have 2-3 practice goes before submitting your final answer.



*Khamal
Junior Management
Consultant Apprentice, IBM*



Traineeship programme

Together we invest for a better future. We do it to make a difference to the lives of our clients and customers, our employees, society and our shareholders.

We meet the evolving needs of investors and savers. We do this by building lasting relationships and developing innovative products and services.

Standard Life Aberdeen is headquartered in Scotland and listed in London, with around 6,000 employees in over 50 locations worldwide.*

We offer:

1. Active asset management to institutional, wholesale and strategic insurance clients around the world.
2. Wealth management, financial planning and advice services, either directly to customers or through financial advisers, in the UK.

We also have significant holdings in associate and joint venture businesses: Phoenix in the UK, HDFC Life and HDFC Asset Management in India, and Heng An Standard Life in China.

*As at 30 June 2020

Standard Life Aberdeen plc is registered in Scotland (SC286832) at 1 George Street, Edinburgh EH2 2LL. www.standardlifeaberndeen.com

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Our traineeship programme will give you 12 months of experience in our company that will help you grow your knowledge of the world of work, gain work experience within a professional environment and improve your understanding of our industry.

Moving from school to the world of work is a unique experience. It is one we understand. It is one we support.

Our traineeship programme will see you learn as you earn, giving you access to qualifications, a structured training programme and a network of new colleagues. You may not have any work experience or investments experience. You don't need it for this programme. Our focus is on finding those with the right attitude and values who are willing to learn. This programme is a great opportunity for school and college leavers to kick start their career in the industry.

Life is good when we can be ourselves. It's the energy that makes us a world-class team.

Will you join us on this journey?

Find out more by visiting our Early Careers website

www.standardlifeaberndeen.com/en/careers/early-careers/our-traineeship-2020

We value diversity in our workforce and welcome enquiries from everyone

PSYCHOMETRIC TESTS

You might have to complete psychometric tests and other online tests when you apply for an apprenticeship.

1

ABSTRACT REASONING

Used to judge your flexible thinking and reasoning skills.

2

APTITUDE TESTS

These tests measure your knowledge of a specific subject related to the apprenticeship.

3

PERSONALITY TESTS

You'll answer 50-100 quick-fire questions that analyse personality and character traits.

4

VERBAL REASONING

Here you'll read a detailed extract of written text and pull out the important information.

EXAMPLE QUESTIONS

Most of these tests are designed so that only **1-2%** of candidates answer all of the questions correctly. So don't worry if you can't answer them all!

ABSTRACT REASONING

How many cubes are there in the figure below?

- a) 19
- b) 20
- c) 21



VERBAL REASONING

Mick paid more for his car than John.
John paid less for his car than Neil.
Stevie paid more for her car than Christine.
Christine paid the same amount for her car as Neil.

If the information above is true, which of the following must also be true?

- a) Mick paid more for his car than Stevie.
- b) Christine paid less for her car than John.
- c) John paid less for his car than Stevie.
- d) Mick paid more for his car than Neil.
- e) Christine paid less for her car than Mick.

ASSESSMENT DAYS



Just like family quizzes, gigs and Bumble dates, many assessment centres have gone virtual due to the pandemic.



WHAT IS A VIRTUAL ASSESSMENT CENTRE?

Assessment centres are normally the final stage of the selection process. They are hosted at a company's offices, with multiple candidates attending.

The virtual equivalents are very similar, but the whole process is online, and you won't meet the other candidates or the recruiter in-person.

HOW TO PREPARE

When you're invited to attend a virtual assessment centre, the employer will likely send you a briefing email explaining the process, with instructions on how to join the virtual platform.

Read all the instructions and any supporting material carefully!

You might also have to complete some admin beforehand...

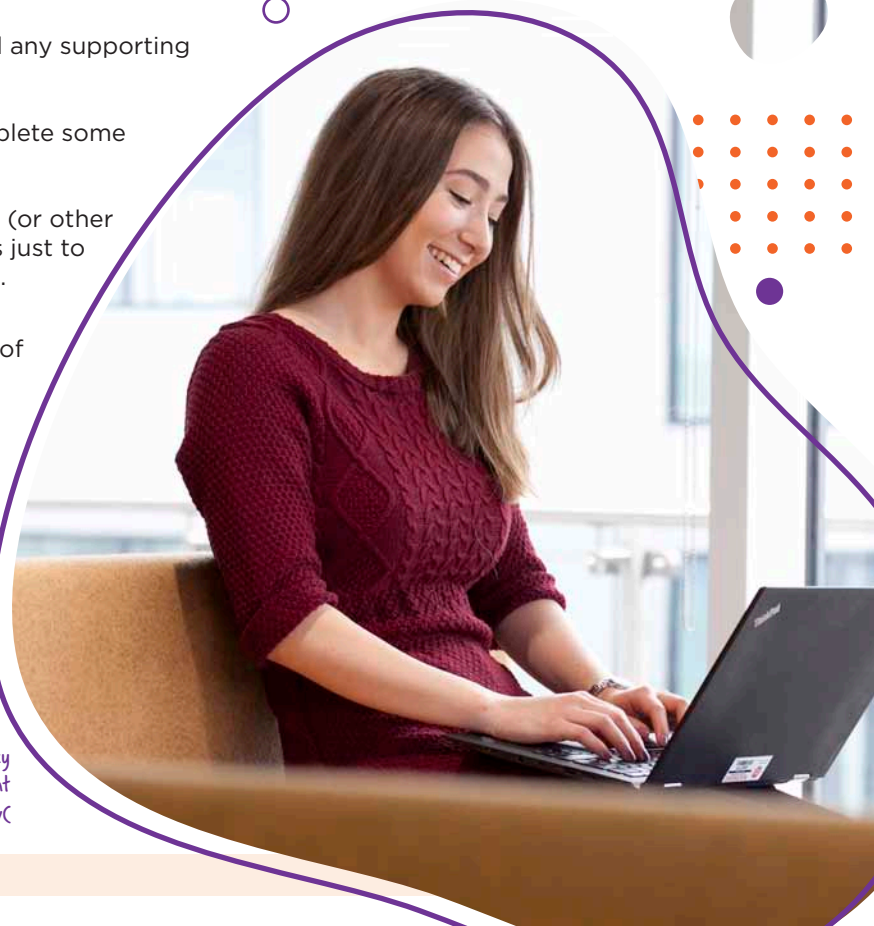
- Emailing a passport photo (or other ID) to the employer. This is just to confirm your right to work.
- Sharing a contact number with the employer in case of any connectivity issues or mishaps on the day.
- Downloading the platform the assessment is hosted on and creating an account. (Most employers use Zoom, Google Hangouts or Microsoft Teams.)

Lucy
Junior Management
Consultant, Advisory, PwC

ON THE DAY

Here's a short checklist of things to do on the day, before the assessment centre begins:

- ☐ Set up in a location with a **strong wifi** connection.
- ☐ Run a quick **test** to check your microphone and webcam are working.
- ☐ Plug your device into a **charging socket** so that you don't run out of battery!
- ☐ Join via the invitation link **15 minutes early**, so if you have any issues, you can resolve them.



WHAT TO EXPECT

This is an example of what you might encounter on the day...

09:00

WELCOME INTRODUCTIONS

The assessment centre will begin with a welcome from the employer. They will give you an agenda for the day, and give a short presentation about the company.

09:15

ICE-BREAKER EXERCISES

To lighten the mood and put all candidates at ease. Normally a short game.

09:30

GROUP EXERCISE

58% of employers include some form of group role play. You'll be assessed on your behaviour within a team and your contribution to solving a work-based problem.

10:30

BREAK

Run to the toilet, or take a moment to refocus and collect your thoughts. Have a sip of water, or something more exotic, like Orangina.

10:40

PSYCHOMETRIC TESTS

Some assessment centres include psychometric tests to analyse your analytical skills and personality characteristics.

11:30

BREAK

If the assessment centre is an all-day affair, you'll be given a lunch break. Shorter ones will include mini-breaks for going to the toilet and drinking Orangina.

11:40

PRESENTATIONS

Prior to arrival, you may have been asked to prepare a short presentation to be presented in front of interviewers and fellow candidates. And you're going to smash it.

13:30

GOODBYE

Before you go, you might have to fill out a feedback form. Say goodbyes, thank the employer for the experience then run to the biscuit cupboard.

12:30

INTERVIEW

The individual interviews take place nearer the end.

BEING SOCIAL MEDIA SAVVY

Social media is FAB for three main reasons...

- 1 You can keep up-to-date with pals and the news**
- 2 Looking at pictures of cats standing up**
- 3 It's incredibly useful for getting a job!**

BE PROFESSIONAL

Employers use social media to advertise their roles and research candidates. Your public profiles are your personal brand online, so they need to be clean and professional. To be safe, you can always make your accounts private.

INTERACT WITH COMPANIES

Don't be afraid to interact with companies on their social platforms. It's a really good opportunity to network with potential employers without meeting them face-to-face. Follow companies you're interested in and be proactive in reaching out.



INSTAGRAM

Brands use Instagram to show off their company culture, including their team, offices and social events. If you want to know if you're the right fit for a company, pop over to their Instagram.



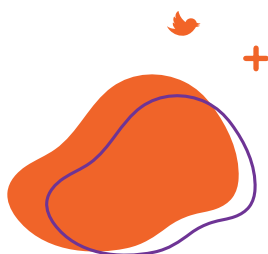
FACEBOOK

Most companies still use Facebook to advertise jobs, advice articles and competitions. It's also a really useful tool for getting in touch with employers because of the high frequency of posts and swift replies to comments.



LINKEDIN

Consider setting up a profile on LinkedIn to start connecting with employers. Try writing a catchy headline on your profile like 'Aspiring Project Manager', rather than just 'A Level Student', to get their attention.





Khamal
Junior Management
Consultant Apprentice, IBM



Danielle
Strategy Consultant
Apprentice, IBM



**We post jobs, careers events
and competitions on our socials.
Follow us to get involved.**

SIDE HUSTLES

When you can't leave the house, what better way to get work experience than by starting your own business?

WHAT IS A SIDE HUSTLE?

A side hustle is a chance for you to gain new skills, channel your creative talent AND do something useful with your free time - all whilst making some extra cash.

Balancing your side hustle with full-time school or work takes passion, commitment and some seriously good time management skills. So it's important to pick something you enjoy.

STUCK FOR INSPIRATION?

- Develop an in-demand digital skill like coding, data analysis or digital marketing. You could help a startup with their social media, or even try building a website.
- Podcasting, vlogging and blogging are all potentially profitable if you've got something valuable to say. Reach 1,000+ subscribers on YouTube to make some serious £££.
- Get crafty and sell your creations on Etsy. Start painting portraits of other people's pets for a fee. Or offer your Adobe PhotoShop and InDesign skills to small businesses.

DID YOU KNOW?

Some of the most successful companies in the world started out as side projects, including Instagram, Spanx and Nike.

Nike's founder, Phil Knight, started off selling Japanese running shoes out of his car while working as an accountant. Now he's worth \$34 billion.

WHY IT SHOULD BE ON YOUR CV

Worried that talking about your side hustle will scare off potential employers?

Don't be. Running your own business shows employers you have the skills they're crying out for; including **commercial awareness**, **entrepreneurial spirit** and **creativity**. (A combination that makes you an almost invincible candidate.)

Of course, not all side hustles are CV-appropriate. But if it's something you're proud of and want to share, don't leave it out.



Zaynab
Senior Associate, Tax, PwC

YOUR NEXT STEPS

The following pages contain overviews of every option available to you after school or college. (Except joining the circus - that one you'll have to figure out for yourself.)

PROGRAMME

LEVEL 2

INTERMEDIATE APPRENTICESHIP



DID YOU KNOW?

According to reviews submitted by apprentices on [RateMyApprenticeship](#), the average salary for an intermediate apprentice was £16,321 in 2020.

First things first, what is an intermediate apprenticeship?

Designed primarily for 16 year olds, intermediate apprenticeships are the first rung on the apprenticeship ladder. They are a brilliant way to break into an industry straight out of school or college.

How do they actually work?

Intermediate apprentices split their time between working for an employer, and studying towards professional qualifications at a college or training provider.

Each programme is organised differently. You might spend one day a week studying at college and the other four days at work. Or you might work on a full-time basis and be released for study periods throughout the year.

Why do an intermediate apprenticeship?

As well as paying a decent wage, these entry-level schemes will help you gain the soft skills you need to confidently enter the workplace.

During the apprenticeship, you'll work towards professional qualifications that are recognised across your industry. These are equivalent to 5 GCSE passes graded at 9 to 4 (A* to C), and can be used to apply for an advanced apprenticeship or find permanent employment.

What are the entry requirements?

These vary from scheme to scheme, but most require you having two or more GCSEs graded at 9 to 4 (A* to C) under your belt. An equivalent qualification, such as a traineeship, will also do the trick.

Some companies will accept applicants without these grades if they have relevant work experience. If that is the case, expect to be tested on your numeracy and literacy skills.

PROGRAMME EMPLOYERS

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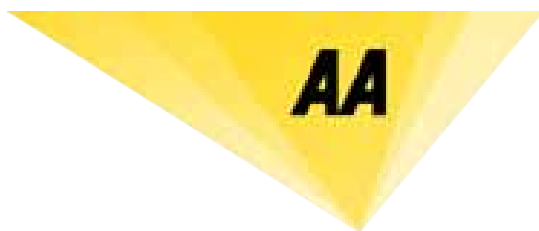
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CASE STUDY

LEVEL 2

INTERMEDIATE

APPRENTICESHIP



Emily
The AA
Automotive
Apprentice

Hi Emily. First off, tell us what your apprenticeship involves...

The first year introduces you to all different types of vehicles, their classes and how to service and maintain them. The apprenticeship course has taught me about the range of vehicles, faults and the tools available to fix these.

“My team are great, without them it’d be a very different environment. I’m well supported – everyone is happy to help.”

What attracted you to The AA?

The AA is such a well-known, reputable brand. I’m proud to say, “I work for the AA.”

The day-to-day work was totally new to me. That’s what attracted me to the role - the fact that I could start something new, with no previous experience. There wasn’t anything else out there that could offer me that.

What are you enjoying most about it?

My team are great, without them it’d be a very different environment. I’m well supported, and everyone is happy to help. I enjoy my monthly

off-site training weeks with the training provider too.

Getting to drive nice cars is also a bonus!

What advice would you give someone taking on an apprenticeship like yours?
If any girls are thinking of applying, I can say from my experience that being the only female member was daunting at first, but the lads have never made me feel any different. Don’t hold back! Grasp every opportunity you’re given and push for the things you want.

Since this interview, Emily won the AA’s 2019 Apprentice of the Year award.

Congratulations, Emily!



PROGRAMME LEVEL 3 ADVANCED APPRENTICESHIP

DID YOU KNOW?

Advanced apprenticeships were the most reviewed programme on last year, with a staggering 1,475 reviews submitted.

What is an advanced apprenticeship?

These splendid programmes are the next step up from intermediate apprenticeships. They're a great fit for students looking to advance their careers after finishing GCSEs, A Levels/T Levels or Level 2 apprenticeships.

How do they actually work?

Advanced apprenticeships combine on-the-job training with studying for nationally-certified qualifications. These qualifications (NVQs, BTEC diplomas and HNCs) are generally considered to be equivalent to two A Levels. Programmes last around 24 months, giving you plenty of time to soak up all that knowledge.

Why do an advanced apprenticeship?

By the time you finish, you'll have at least two years of relevant work experience, a bunch of practical skills and a few qualifications on your CV too. All of which make you every employer's dream candidate. In fact, an impressive 90% of apprentices go into work or further training after completing their apprenticeship.

Did we mention you get paid too? The current National Minimum Wage for apprentices aged 16-18 is £4.15 an hour, with many employers offering heftier pay packets to tempt top students.

What are the entry requirements?

Employers usually want you to have either completed an intermediate apprenticeship, or to have qualified with a certain number of GCSE passes, including English and maths.

PROGRAMME EMPLOYERS

Softcat →

sage →

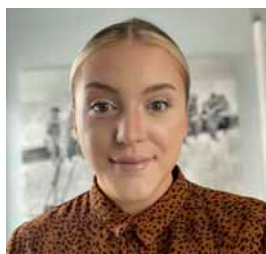
AstraZeneca →

AA →

TechData →

CASE STUDY

LEVEL 3 ADVANCED APPRENTICESHIP



Holly
Tech Data
Qualified Internal
Sales Apprentice

I chose the IT Technical Sales Apprenticeship because I was very indecisive about going to university. I wanted to go into work and make money, but I still wanted a career that I was interested in and that I could see myself doing for a long time. So I thought doing an apprenticeship would be the best thing as I am gaining valuable on-the-job experience as well as learning.

“The advice I would give for a smooth transition from school into work is making sure you understand the values and culture of the company you are applying for and what will be expected from you.”

The first thing I do when I get to work is proactively start planning my day. I make sure I am up to date with emails from the day before, check for any urgent requests and log into our customer relationship management tool.

Within the IT Technical Sales Apprenticeship role my main responsibilities are making sure I am on time, hitting daily call statistics and making sure my pipeline is updated. Other responsibilities are making sure my

apprenticeship work is done on time and to the best standard.

The aspect of my role I enjoy most is prospecting customers. Calling customers and discussing their needs, finding new opportunities and putting my knowledge from working with other areas of the business into play. I enjoy being able to advise and help my customers whilst delivering excellent customer service, my role can be exciting and rewarding.

The advice I would give for a smooth transition from school into work is making sure you understand the values and culture of the company you are applying for and what will be expected from you. Make sure you apply for roles that interest you and are what you want to do. Make sure you realise time keeping and professional behaviour is always important. Start the right way!

My top tip for working as an IT Technical Sales Apprentice is to start networking around the company from a very early stage. Getting to know people helps with increasing your knowledge of products and how the company works. Having a positive attitude even when it gets tough because there is always someone there to help and guide you. Every opportunity you get for technical training or development, take it, as you can never have enough knowledge. Also ensure you don't neglect your apprenticeship and that you stay up to date with your apprenticeship work.

PROGRAMME LEVEL 4/5 HIGHER APPRENTICESHIP



DID YOU KNOW?

The average salary for higher apprentices was £20,329 in 2020 (based on reviews submitted by apprentices on).

What is a higher apprenticeship?

They're a match made in heaven for students looking to fast-track their career after finishing A Levels/T Levels. Award-winning employers like BBC, Santander and GSK all offer higher apprenticeships in order to find and shape their future leaders.

How do they actually work?

Higher apprentices work for a company full-time, developing the skills they need to launch a career in that industry. This is coupled with studying towards relevant qualifications; including a Level 4 (or above) competence qualification and a knowledge-based qualification (a Higher National Diploma or foundation degree).

Each scheme is structured slightly differently, with some companies sending you off to study with a training provider or college for one day each week. Others organise study breaks intermittently throughout the year.

Why do a higher apprenticeship?

Higher apprentices spend up to four years training for a specific role. They finish the scheme dripping in soft skills, specialist knowledge and professional qualifications.

This makes them extremely attractive to future employers, who have been known to burst into spontaneous song when an ex-higher apprentice walks into an interview.

What are the entry requirements?

Competition for higher apprenticeships is intense. Real intense. Entry requirements vary, but you will need at least two A Levels, graded at 9 to 4 (A* to C), a T Level, or an advanced apprenticeship on your CV to be in with a chance.

Many employers will expect you to have studied subjects relevant to the apprenticeship. Some form of professional experience will also help set you apart from other candidates.

PROGRAMME EMPLOYERS



CASE STUDY

LEVEL 4/5 HIGHER APPRENTICESHIP

mazars



Yasmin
Mazars
Insolvency
Administrator

A career at Mazars is one that I might never have had if I'd not gone with my gut instinct! I joined Mazars a few months after I finished my A Levels in the summer of 2018. I had originally applied to university to study Biology after gaining my A Level qualifications in Biology, Maths and Economics. But shortly after receiving an acceptance offer to study Biology at university, I realised this might not be the path I wanted to take and despite all my peers heading straight to university, I felt going into the workplace was the right route for me.

"I've been working at Mazars for almost two years now, and I have started my AAT's and I couldn't be more excited!"

I chose the Insolvency Administrator programme at Mazars because when I began applying for work, finding a company that supported my aspirations for gaining more academic qualifications was very important to me. Through my research, I found that Mazars ticked all the boxes; it had an apprenticeship programme that supported school leavers in gaining qualifications and supporting their development goals. This, along with Mazars'

aim to increase diversity, was one of the main reasons that attracted me to apply.

I've been working at Mazars for almost two years now, and I have started my AAT's and I couldn't be more excited!

The advice I would give to others is to do your homework! When trying to find the right company for me I went to jobs fairs, did extensive online research including job boards and company careers websites and frequently checked employment websites. Always remember, just because your ideal job wasn't advertised yesterday, doesn't mean it isn't advertised today!

Once you find the right company for you, always be open to learning new things, and if you are not sure about something – just ask! It's the best way to learn. Try not to be too hard on yourself and make sure to enjoy the experience, and remember, everyone starts somewhere. And finally, follow your instincts, I haven't looked back!



PROGRAMME LEVEL 6/7 DEGREE APPRENTICESHIP

DID YOU KNOW?

An analysis of the reviews on [Glassdoor](#) revealed that the average salary for a degree apprentice was £21,067 in 2020.

revealed that the average salary

What is a degree apprenticeship?

A degree apprenticeship does exactly what it says on the tin; combining studying towards a Bachelor's or Master's degree with paid on-the-job experience.

Schemes are currently available in a vast range of sectors - including forensic science, aerospace engineering and bespoke tailoring - with plenty more in the pipeline.

How do they actually work?

These terrific schemes are designed to give students the best of both worlds. Degree apprentices split their time between working for an employer and studying for a Level 6 (Bachelor's) or Level 7 (Master's) qualification at university.

Not only do degree apprentices earn a proper salary from day one, they don't pay a penny for their degree. The government pays two-thirds of the tuition fees (capped at £18,000), while their employer coughs up the rest.

Why do a degree apprenticeship?

The traditional university student racks up an average debt of £50,000 and often leaves university with little or no work experience at all. In comparison, a degree apprentice graduates with a full degree, zero debt and three to six years of professional experience on their CV.

Whilst employers are struggling to find 'work-ready' graduates, apprentices are trained in the exact skills they need to thrive in the industry. It's a no-brainer really.

What are the entry requirements?

Entry requirements vary between programmes, but they tend to be similar to traditional university courses (3 A Levels graded at A* to C or T Level equivalent).

Most employers also accept applications from school leavers who have completed lower level apprenticeships, with some taking on students with BTEC qualifications.

PROGRAMME EMPLOYERS



CASE STUDY

LEVEL 6/7 DEGREE APPRENTICESHIP



Rebecca
DWF Law
Solicitor Apprentice

I really enjoyed law at college and was interested in pursuing a career in law as a solicitor. I knew I didn't want to go to university and when my law tutor told me about legal apprenticeships, the idea really appealed to me as it offered the opportunity to gain practical work experience and obtain a qualification as well as the option to progress as a solicitor apprentice.

“You will be working with some very experienced people and can gain a lot of knowledge and insight from them so try to have a positive attitude and be willing to learn.”

The first thing I do when I get to work is check my emails to see what tasks I have in store for the day, and create a to-do list to make sure I am on top of all of my work and aware of my deadlines.

Within the solicitor apprenticeship, my main responsibilities are completing and managing my own work to ensure it is completed to a high standard and completed by the deadline. Ensuring I accurately record my chargeable and non-chargeable time.

The aspects of my role I most enjoy are: drafting legal documents such as Claim Forms, Particulars of Claim and Witness Statements, meeting new people and learning from experienced solicitors, and having a variety of work to complete on a daily basis as it keeps the job interesting.

Be prepared to work hard, maintain a positive attitude and be willing to learn. It won't always be easy having to study alongside your work, but it is very rewarding and if you put the time and effort in, you will reap the rewards. Also, no question is a silly question so don't be afraid to ask if you need help.

My top tips for working as a legal apprentice are to be as organised and prepared as possible. Be a sponge! You will be working with some very experienced people and can gain a lot of knowledge and insight from them so try to have a positive attitude and be willing to learn. Don't be afraid to ask questions if you aren't sure, somebody will always be happy to help you.

PROGRAMME GAP YEAR PROGRAMME



DID YOU KNOW?

The Department of Education found that 88% of students who took a gap year felt it made them more employable.

What is a gap year?

A gap year is a chance for you to get some real life experience before starting university, an apprenticeship or full-time employment.

How does a gap year work?

After all those years in the hamster wheel of education, you're free to do whatever you want with this time. Here are a few ideas:

- 1. Volunteer in your spare time:** Use your powers for good and pick up a bunch of skills that employers love, such as resilience, emotional intelligence and communication. Charities that tackle issues like mental health, food poverty and homelessness particularly need the extra help right now.
- 2. Start a side hustle:** We've got a whole page on the pros of running your own business - especially in the current climate.
- 3. Get work experience abroad:** Once travel is back on the cards, this is a brilliant way of ticking off your bucket list and kicking off your career at the same time. If you want to stay closer to home, lots of companies in the UK run paid school leaver programmes too.

Why do a gap year?

Gap years these days are less 'Gap Yah', more 'fill-in-the-CV-gaps year'. With competition for top universities and apprenticeships hotting up, savvy gappers are swapping full moon parties for internships, volunteering programs and employment.

These experiences are all CV gold. But they'll also give you some breathing space to have a real think about what you want from your future. Are you happy with the degree you've chosen? Is an apprenticeship right for you? You might even find your true calling and decide to dedicate your life to rescuing a particularly rare breed of puffin.

PROGRAMME EMPLOYERS

IBM



CASE STUDY

GAP YEAR PROGRAMME



**Tara
IBM**
**Apprentice Scheme,
Junior Management
Consultant**

I chose a Junior Management Consultant apprenticeship at IBM because I wanted to work for a company that's dedicated to creating innovations that matter for the world (and those that I'm personally passionate about too!). Coming from a legal background I loved the idea of being able to learn the fundamentals of consulting whilst developing my technical skills.

"The advice I'd give for a smooth transition from school into work is, in the words of our ex-CEO Ginni Rometty, "growth and comfort do not coexist." Embrace the change."

No two days are ever the same, the amount of incredible opportunities available means that I am able to grow my network and learn beyond what is expected of me from my apprenticeship. Working on different projects enables me to pick up on new skills, develop on those I already have and really understand clients' needs, coupled with cutting edge technology.

As a Junior Management Consultant, I have also been able to use my passion for Diversity

and Inclusion within the workplace, becoming IBM's first Foundation BAME Co-Lead. I have regular meetings with senior IBMers discussing matters that are important to me both personally as well as professionally, such as the #BlackLivesMatter movement.

There is so much that I love about my role, from the variety of projects that I have had the pleasure of working on, to the top teams that I have loved working with. Alongside that, I have really enjoyed the opportunities and growth that I have attained since joining. Having met some of my closest friends has also been great for my work-life balance too.

The advice I'd give for a smooth transition from school into work is, in the words of our ex-CEO Ginni Rometty, "growth and comfort do not coexist." Embrace the change. Working life is a very different environment, and one where the more you put into it, the more you will receive. You will have so much support. It's an incredible journey, enjoy it!

My top tip for working as a Junior Management Consultant is to network, network and network. You will have the opportunity to come across so many people with such different backgrounds and interests, there is always something new to learn and it's also key with developing your career and unlocking doors that you may have never even thought of. (You've got this!)



PROGRAMME TRAINEESHIP

DID YOU KNOW?

Traineeships topped the leader board on [RateMyApprenticeship](#), with an average rating of 8.76 / 10 (based on thousands of apprentice-written reviews).

What is a traineeship?

Traineeships are short programmes designed to help young people gain the skills and qualifications that, for whatever reason, they may not have picked up at school.

How do they actually work?

The content of each programme is tailored to the individual, depending on where they require the most training. However, they all include the following:

- **Work preparation training:** Developing the professional skills that employers are looking for (e.g. communication, problem-solving and time management), as well as help with CV writing, filling in application forms and preparing for interviews.
- **Maths and English tutoring:** Most school leaver programmes require candidates to have GCSEs in Maths and English. If you don't have the grades, a traineeship can offer academic support with passing these core subjects.
- **Work experience:** Put your new skills into practice by working for a local company. These short CV-boosting placements are generally unpaid, but should cover your travel and food expenses.

Your traineeship will finish when you are **work-ready**. This can take anywhere between six weeks and six months.

Why do a traineeship?

You need experience to get a job, but you need a job to get experience. It's frustrating!

However, 94% of employers think traineeships increase young people's chances of finding paid work and apprenticeships. That's because trainees develop the relevant skills, technical knowledge and go-getting attitude they need to confidently enter the world of work.

What are the entry requirements?

A traineeship is suitable for 16-24 year olds who are unemployed and have no qualifications above GCSE level (or equivalent). In order to apply you also need to be eligible to work in the UK.



DID YOU KNOW?

There are currently over 2 million students in higher education (undergraduate or above) in the UK. That means around 1 in 23 adults are students!

Where and what can you study?

The UK is home to 130 universities, but where you apply will depend on what you want to get out of your time there. You might be tempted by Newcastle's wild party scene, or you may prefer a small seaside town like Falmouth.

You can study almost anything at university; including business studies, medicine and journalism. There are some pretty peculiar courses too, such as stand-up comedy or parapsychology (the study of ghosts). People tend to pick a subject they are interested in, or one that will prepare them for their dream role.

How does university work?

Most students spend 3-4 years studying full-time for a Bachelor's degree. However, there are plenty of options to study part-time and some universities even offer two-year accelerated degrees. These are intense but mean you finish your degree a year earlier, saving 20% on tuition fees.

Lots of courses include a 'placement year', where students take time out of university to work full-time for an employer. This is a dynamite opportunity to get some professional experience under your belt before you graduate; something that employers prize extremely highly.

What are the entry requirements?

Every university sets their own entry requirements, and these vary depending on the course. They include qualifications (GCSEs and A Levels, or equivalent), your suitability (skills, interests and experience) and an admissions test or interview (not applicable to all courses).

Why go to university?

For many people, university will be 'the best years of their life'. That's because you get to spend three years becoming an expert in your subject, partying on Wednesdays and living off instant mash potato.

However, it's important to remember that university is not a doss, nor is it cheap. Your lectures might start at 11am, but it takes a lot of self-motivated study to get those top grades - and it will cost you up to £9,250 a year. So unless you've got your heart set on a specialised profession like dentistry, it's worth weighing up all your options.

REGIONAL EMPLOYERS

This map shows the Top Employers in each region, the average salaries and number of employers in the Top 100 that hire apprentices in that location...



SCOTLAND

Top 5 Employers:

- 2) **BAE Systems**
- 3) **BT**

5) **M&G**

No. of Employers*: **32**

Average Salary: **£17,228**

NORTHERN IRELAND

Top 3 Employers:

No. of Employers*: **9**

Average Salary: **£17,490**

NORTH WEST

Top 5 Employers:

- 1) **Booking.com**
- 2) **BAE Systems**

5) **Whitbread**

No. of Employers*: **59**

Average Salary: **£18,190**

WEST MIDLANDS

Top 5 Employers:

- 4) **Mitchells & Butlers**
- 5) **BMW Group**

No. of Employers*: **53**

Average Salary: **£17,892**

WALES

Top 5 Employers:

- 1) **GE Aviation**
- 2) **BAE Systems**
- 3) **Airbus**

5) **Tata Steel**

No. of Employers*: **20**

Average Salary: **£16,784**

SOUTH WEST

Top 5 Employers:

- 1) **BMW Group**
- 2) **BT**

4) **Burges Salmon**

5) **Rolls-Royce**

No. of Employers*: **44**

Average Salary: **£18,118**

SOUTH EAST

Top 5 Employers:

- 2) **Gatwick Airport**

5) **Optivo**

No. of Employers*: **66**

Average Salary: **£17,982**

NORTH EAST

Top 5 Employers:

- 2) **Newcastle Building Society**

No. of Employers*: **30**

Average Salary: **£17,043**

YORKSHIRE & THE HUMBER

Top 5 Employers:

- 1) **Syngenta**
- 2) **Solenis**
- 3) **BAM Nuttall**
- 4) **BAE Systems**

No. of Employers*: **46**

Average Salary: **£17,531**

EAST MIDLANDS

Top 5 Employers:

- 1) **Siemens**
- 2) **Rolls-Royce**
- 3) **First Response Finance Limited**
- 4) **BT**

No. of Employers*: **35**

Average Salary: **£17,035**

EAST OF ENGLAND

Top 5 Employers:

- 1) **BT**
- 2) **TUI UK**

5) **Willis Towers Watson**

No. of Employers*: **40**

Average Salary: **£18,106**

CENTRAL & GREATER LONDON

Top 5 Employers:

- 4) **M&G**

No. of Employers*: **69**

Average Salary: **£19,210**

*Number of employers in this region from the Top 100 table.

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ENTRY**

APPRENTICESHIP

UNIVERSITY

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*Correct at time of print

NORTH EAST REGIONAL SPOTLIGHT

4 GSK



WHAT ROLE OPPORTUNITIES DO GSK HAVE IN THIS REGION?

Advanced, Higher and Degree level apprenticeships in Laboratory Science, Data Science, Business and Supply Chain, Manufacturing and Engineering.

GSK's presence in the North East is at Barnard Castle in County Durham. This secondary manufacturing site is one of the largest in our Supply Chain. The site provides global supply and new product introduction for a diverse portfolio of steriles, inhalations and dermatology products.

Our apprentices work across the site in manufacturing, engineering, packaging technology, pharmaceutical technology, laboratory science, project planning, IT and the supply chain providing a diverse range of apprenticeships. The apprentices receive fantastic development opportunities which include off-site events such as Outward

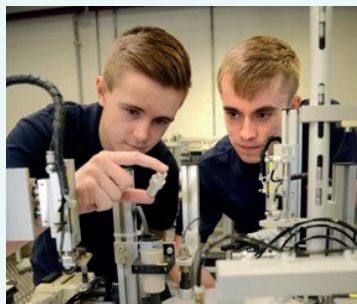


Bound in the Lake District, a Resilience week and a Communications week in Hereford and a Final Year event at our Headquarters working with some of our charitable partners. These events are an exciting opportunity to travel and network with apprentices across GSK.

Our apprentices are fantastic STEM ambassadors and regularly visit schools and colleges to inspire the next generation, from assemblies to careers fairs and contributing to school projects and Industrial Cadets.

The site continues to set stretching challenges for the apprentices. In 2019 the apprentices opened an Early Talent Hub which had been a derelict cottage. Apprentices took the lead in the project management of the redevelopment - finance, drawing plans, dealing with contractors and procurement. The Early Talent Hub is now a fit-for-purpose unit where school groups can come and learn about the site and the science behind our medicines.

THOUGHTS FROM GSK'S APPRENTICES...



"Working at GSK is fantastic! I am very happy to come into work everyday and work alongside exceptionally talented people. I have been given so many opportunities during my apprenticeship and I am excited for what the future holds."

"I am very grateful for the trust and confidence my teams have invested in me. They have all

given me the opportunity to take on responsibility and make the most out of each rotation I have embarked on."

"It is very rewarding knowing how my day-to-day work impacts the patient/consumer at the end of the Supply Chain."

HOW IS THE TOP 50 TRAINING PROVIDERS TABLE CREATED?

The role of training providers is to support you and aid your development during your apprenticeship. A 10/10 training provider goes hand in hand with a 10/10 apprenticeship.

1 A young person writes a review of their apprenticeship or work experience and submits it on

2 They respond to ten questions about their role, the organisation and the social perks of their scheme, ranking each out of ten. Q2, Q6 and Q7 relate specifically to their training provider.

3 All reviews are checked by the RateMyApprenticeship team.

4 After the review has been checked, it goes live on the website.

5 Once a training provider has ten reviews, they are eligible for the Top 50.

6 Our digital team plug all the scores from Q2, Q6 and Q7 into an algorithm (created by the founders of RateMyApprenticeship) and like magic, RateMyApprenticeship's **Top 50 Training Providers** is created.



Mahmuda
Senior Associate Tax, PwC

TOP 50 TRAINING PROVIDERS 2021

KEY

Position in the
Top 50 table



1

paragon
skills

It's official! These companies are the BEST training providers in the UK for school and college leavers. Take a look at the official Top 50 rankings below and head to [paragon.skills](#) to find out more.

| | | | | | | | | | |
|----|--|----|--|----|--|----|--|----|--|
| 1 | | 2 | | 3 | | 4 | | 5 | |
| 6 | | 7 | | 8 | | 9 | | 10 | |
| 11 | | 12 | | 13 | | 14 | | 15 | |
| 16 | | 17 | | 18 | | 19 | | 20 | |
| 21 | | 22 | | 23 | | 24 | | 25 | |
| 26 | | 27 | | 28 | | 29 | | 30 | |
| 31 | | 32 | | 33 | | 34 | | 35 | |
| 36 | | 37 | | 38 | | 39 | | 40 | |
| 41 | | 42 | | 43 | | 44 | | 45 | |
| 46 | | 47 | | 48 | | 49 | | 50 | |



Accountancy...

A Career For YOU

One day, you could be earning more than £60,000 a year... imagine the sandwiches you could buy with that.

So if you match the following criteria:

- Attending a state school or college and;
- In year 10, 11, 12 or 13 (or equivalents in Scotland/Northern Ireland) and;

The below applies to you:

- Eligible for free school meals or;
- Would be the first member of your immediate family to attend university

You are eligible for a **work experience placement with an accounting firm. HOORAY!**

Visit www.accessaccountancy.org/students to find out more.

A Career For Everyone Competition

Scan this code to find out more and win £200



ABC



H₂O

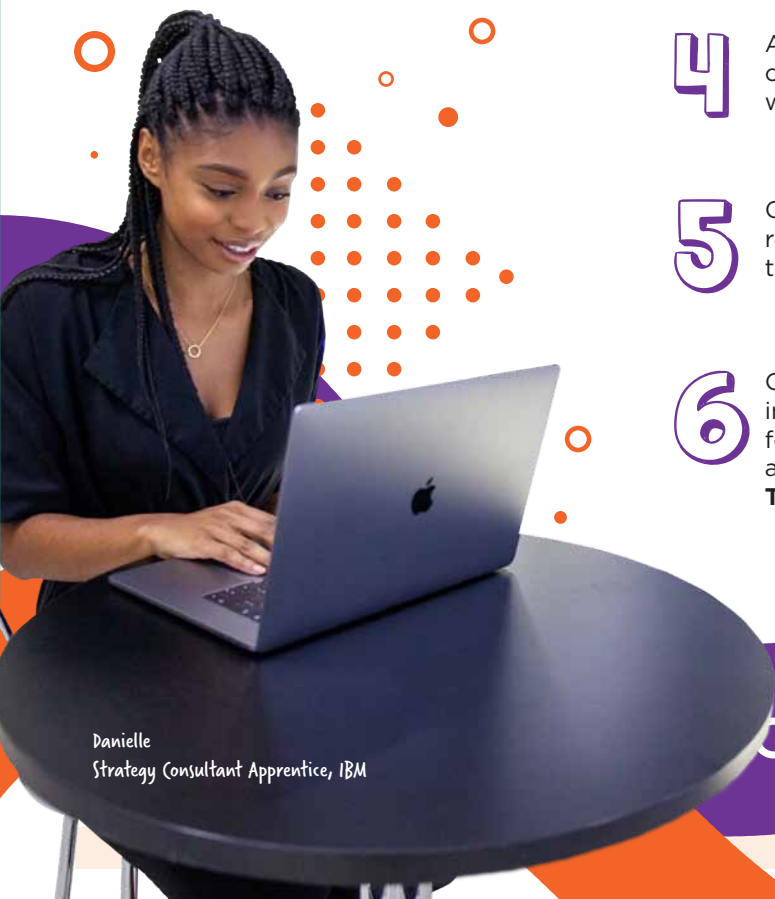


HOW IS THE TOP 100 TABLE CREATED?

RateMyApprenticeship's Top 100 Employers is based on **4,637 reviews** that were written by young people about their experiences on apprenticeships over the last year.

Their honest and thoughtful feedback has helped us put together this list of the very best apprenticeship employers.

- 1 A young person writes a review of their apprenticeship or work experience and submits it on
- 2 They respond to ten questions about their role, the organisation and the social perks of their scheme, ranking each out of ten.
- 3 All reviews are checked by the RateMyApprenticeship team.
- 4 After the review has been checked, it goes live on the website.
- 5 Once a company has ten reviews, they are eligible for the Top 100.
- 6 Our digital team plug all the scores into an algorithm (created by the founders of RateMyApprenticeship) and voila **RateMyApprenticeship's Top 100 Employers** is formed.



Danielle
Strategy Consultant Apprentice, IBM

TOP 100

APPRENTICESHIP

EMPLOYERS 2021

4 Booking.com

5 syngenta

11 WHITBREAD

21 

23 Mitchells & Butlers

24 WarnerMedia

31 Standard Life Aberdeen

32   Rolls-Royce
Power Systems Limited

33 M M
MOTT MACDONALD

34  vodafone

35  Willis Towers Watson

43 SIEMENS
Ingenuity for life

44 

52  EDF
ENERGY

54 

55 Bloomberg

61 FORTNUM & MASON

62  Transport
for London

63 

64  Pinsent Masons

71  KIER

75  BRITISH AIRWAYS

81 

82 

83 

85  BARNETT
WADDINGHAM

91 

92 

93  elior

94 

95 

50 RATEMYAPPRENTICESHIP

It's official! These companies are the **BEST** apprenticeship employers in the UK for school and college leavers. Take a look at the official Top 100 rankings below and head to

find out more.

to

THE FOLLOWING PAGES FEATURE COMPANIES AND THEIR SPECIFIC OPPORTUNITIES AND LOCATIONS.

KEY

Position in the Top 100 table →
Page number →

| | | | | | |
|----|---|----|---|-----|---|
| 6 |  | 7 |  | 9 |  |
| 16 |  | 17 |  | 19 |  |
| 26 |  | 29 |  | 30 |  |
| 36 |  | 37 |  | 40 |  |
| 46 |  | 48 |  | 50 |  |
| 56 |  | 57 |  | 58 |  |
| 66 |  | 67 |  | 70 |  |
| 76 |  | 77 |  | 78 |  |
| | | 79 |  | 80 |  |
| | | 87 |  | 88 |  |
| | | 89 |  | | |
| | | 97 |  | 98 |  |
| | | 99 |  | 100 |  |

ACCENTURE TECHNOLOGY

22nd

accenture

Reviewed **8.38** / 10 by **79** young people



PROGRAMMES

DEGREE APPRENTICESHIP

Entry Requirements: Various, check [accenture.com/ukapprentices](https://www.accenture.com/ukapprentices) for details.

Qualifications & Training: All apprentices graduate with a BSc degree in Digital & Technology Solutions, with a specialisation that varies by location.

Deadline: Check [accenture.com/ukapprentices](https://www.accenture.com/ukapprentices).

“We believe that positive change happens by bringing together different people with diverse experiences and perspectives. If you have a bright, inquisitive mind and the motivation to succeed, our apprenticeships are yours for the taking.”

In a nutshell, we develop, deliver and implement big ideas that improve the performance of other companies across a wide range of different industries. This could include anything from working with new technologies and offering better customer experiences to increasing profits and improving market share. By applying the latest innovations to create solutions that transform businesses, we keep our clients ahead of the game.

Secure a place on one of our apprenticeships and you'll be hands on from day one, making a real impact and working with industry experts. Because real work demands real pay, you'll also receive a competitive salary. After three years of classroom learning and live project experience, you'll not only have gained an invaluable set of skills, you'll have earned yourself a degree level qualification too.

We believe that positive change happens by bringing together different people with diverse experiences and perspectives. If you have a bright, inquisitive mind and the motivation to succeed, our apprenticeships are yours for the taking. It's important that you're interested in technology too, and feel ready to bring your unique strengths to make a difference with a career at Accenture.

No. of opportunities:
70

Salary per annum:
£14,400 - £17,820

Roles available in the following locations:
London, Manchester, Newcastle, Edinburgh, Warwick



Technology is changing the world faster than ever before, and when combined with human ingenuity the potential is unlimited.

At Accenture, we believe that bringing together different experiences and perspectives is what drives the most exciting innovation.

Join us for the perfect blend of intensive training and live project experience - and never stop learning new ways to build a better future.

Apply now at accenture.com/ukapprentices




accenture

ALDI
RETAIL

68th



Reviewed **7.92 / 10** by **22** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: Driver Apprenticeship requires GCSEs in Maths and English minimum grade 4 or equivalent. Minimum age of 18 and a full clean driving licence for 2 years. Career Starter Apprenticeship requires no previous qualifications.

Qualifications & Training: L2 Retailer, L2 Supply Chain Operative, L2 Driving Retail Goods and Category C+E Licence depending on programme.

Deadline: The application window is open all year round.

ADVANCED APPRENTICESHIP

Entry Requirements: Store Management Apprenticeship only. GCSEs in Maths and English minimum grade 4 or equivalent.

Qualifications & Training: Level 3 Retail Team Leader Qualification.

Deadline: The application window is open all year round.

Aldi's one of the most reputable retailers in the global business market today. We're winning all kinds of awards and new stores are springing up all over the country. The things that make us a great retailer also make us a great employer: everyone knows what's expected of them, progression is based on merit and it's easy to see how you can achieve personal success.

We pride ourselves on being able to offer individuals a place to spread their wings and explore their true potential. Which is why Aldi is such a great place for bright ambitious apprentices.

Aldi offers programmes in three areas: Stores, Logistics and Drivers. Store Apprentices can enter the programme via two routes; the Career Starter route allows apprentices with no previous qualifications to work towards a career whilst completing the Retailer Qualification, or the Store Management Apprenticeship which lasts three years and offers a pathway to Management. The Logistics and Drivers Programmes are both one-year programmes based at the Regional Distribution Centres and offer full exposure into the inner workings of the warehouse and transport departments.

No. of opportunities:
892

Salary per annum:
£187 - £316 per week
depending on the programme

Roles available in the following locations:
UK wide





Everyday
Amazing

You need to be driven.

**You've got to
want to do this.**

Stores, Logistics and Drivers Apprenticeship Programmes

- Nationally recognised qualifications
- £187 per week, 12 months (**Stores and Logistics Career Starter Apprenticeship**)
- £187 per week rising to £279 per week in year 3 (**Store Management Apprenticeship**)
- £316 per week (**Drivers Apprenticeship**)
- 28 days' paid holiday (**including bank holidays**)

Aldi's not like other supermarkets. And the Apprenticeship Programmes are definitely different too. You're trusted to make real decisions that help deliver the best for our customers. With opportunities in Stores, Logistics and Driving, there's more than one way to succeed here.

www.aldirecruitment.co.uk/apprentice

ALDI MEANS MORE

★ RATE MY APPRENTICESHIP
TOP 100
APPRENTICESHIP
EMPLOYERS
2020 - 2021



ASTRAZENECA PHARMACEUTICAL

10th



Reviewed **8.54 / 10** by **88** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs (or equivalent) at 9-4 including Maths, English and Science and 1 A Level or equivalent at grade C.

Qualifications & Training: Science Manufacturing Technician Btec.

Deadline: 18th March 2021.

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs at 9-4 inc min 6 in Maths, Eng & a Science or business subject & 2 A Levels at C - Maths, IT or Business are preferred.

Qualifications & Training: Supply Chain Leadership Degree.

Deadline: 18th March 2021.

DEGREE APPRENTICESHIP

Entry Requirements: Min of 96 points at A Level (Grades CCC) or equivalent and 5 GCSEs at 9-4 (or equivalent qualifications).

Qualifications & Training: Degree in Digital & Technology Solutions or Chemical Science.

Deadline: 18th March 2021.

AstraZeneca is one of the world's most exciting global biopharmaceutical companies. From Scientists to Supply Chain, IT to Engineering, we're on a mission to turn ideas into life-changing medicines that improve patients' lives and benefit society. We need great people who share our passion for science and have the drive and determination to meet the unmet needs of patients around the world.

Start a career that will help improve the lives of millions. Take on real responsibility in a supportive, dynamic environment that's fuelled by innovation. Work with brilliant minds to solve important problems.

There are many career paths and programmes available to you, whatever your level of study, in locations across the UK.

Business areas we recruit into include: laboratory science, IT, manufacturing, engineering, supply chain and many more, where we offer a number of apprenticeship opportunities each year from Level 3 to Level 7 Master's degree level.

We are looking for people with a strong desire to learn, with both great communication and influencing skills. Have a curious mindset, with strong organisation skills and self-motivation.

No. of opportunities:
35

Salary per annum:
£13,000 - £18,000

Roles available in the following locations:
Macclesfield, Speke and Cambridge





Learn with
brilliant minds.

Solve life-changing
problems.



To find out more, visit
careers.astrazeneca.com/students



AstraZeneca 

BAM

CONSTRUCTION & ENGINEERING

2nd



Reviewed **8.92 / 10** by **32** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: GCSE Maths and English Grade 5, plus 2 STEM A Levels or a relevant Level 3 qualification.

Qualifications & Training: Level 4 Apprenticeship in Construction and the Built Environment (Civil Engineering, Quantity Surveying or Construction Management).

Deadline: Vacancy is open from Oct to Dec.

“We want YOU to be a part of our future, help us to stay on top of our game. Leading the way, with the latest digital technology and continuing to create sustainable environments!”

If you are looking for an exciting and challenging career, our award-winning Technical Apprenticeship programme could be for you! Join us as a Civil Engineering, Construction Management or Quantity Surveying Apprentice and from day one you will be working with an experienced team, and will be able to make an instant contribution to a multimillion pound project.

Alongside working on one of our sites across the UK, our apprentices study on a block release basis at Leeds College of Building. Accommodation is provided for apprentices during their study blocks in Leeds and travel expenses are covered by the company.

Apprentices will work towards a Level 4 Higher Apprenticeship, upon successful completion our apprentices will progress on to a Level 6 Apprenticeship, where they top up their qualification to a Degree.

No. of opportunities:
45

Salary per annum:
£16,800

Roles available in the following locations:
Nationwide





Applications for our Technical Apprenticeship programme are now open!

Are you are looking to kick start your career in Construction?
We have opportunities throughout the UK for Construction
Management, Civil Engineering and Quantity Surveying
apprentices to join our business

We are part of Royal BAM Group, one of Europe's leading digital
construction companies. Our goal is to create sustainable
environments that enhance people's lives.

Here in the UK we have two operating companies, BAM Nuttall,
who provide the very best of Civil Engineering and, BAM Construct
UK, specialists in construction, facilities management and property.

We want YOU to be a part of our future, help us to stay on top of
our game. Leading the way, with the latest digital technology and
continuing to create sustainable environments! Sound good?

Apply online today at:
<https://bamcareers.com/gb/campaigns/bam-early-careers/>



Applications close in December, so don't miss out.

BARCLAYS BANKING

69th



Reviewed **7.91 / 10** by **124** young people

PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs or equivalent at A*-C (or 9-5) including English and Maths.

Qualifications & Training: Improvement Practitioner, Developer, Cyber, Business/Data Analyst, Infrastructure Technician, Financial Services Senior Customer Advisor.

Deadline: 30th March 2021. Register interest all year round.

HIGHER APPRENTICESHIP

Entry Requirements: Three A Levels at AAA-BBB or BBC (England)/ 4 Highers at B (Scotland) including Maths or Computing.

Qualifications & Training: Data Science, Digital and Technology Solutions Degree, Software Engineering BSc Hons Degree, Management for Business Degree, Accountancy and Compliance.

Deadline: 30th March 2021. Register interest all year round.



There's so much more to a Barclays Apprenticeship than simply learning how to do a job.

We'll help you to think differently about what you could achieve, and give you our wholehearted support and encouragement to realise your ambitions.

From day one, you'll have real, meaningful responsibilities and work towards recognised qualifications. What's more, your fresh ideas, enthusiasm and new perspectives will help to transform our business.

Foundation Apprenticeship
Whatever stage you are at, it isn't too late to open up a world of opportunities. You'll be on this programme for up to two years, and you'll join one of our Operations, Technology, Functions and Retail Banking teams. With tailored training and personalised support, you'll build a rewarding career – and gain a professional qualification.

Higher Apprenticeship
Get a university-level or professional qualification as you learn the ropes in a fulfilling, challenging role. It's a chance to discover your calling in a global business that offers a huge variety of career paths across our Operations, Technology and Functions teams.

No. of opportunities:
200

Salary per annum:
Competitive

Roles available in the following locations:
Nationwide including Cheshire (Radbroke) and Glasgow



Picture this.
You've just started at Barclays.
You believe we shouldn't ever settle for 'good'.
And so do the people around you.
You've got the drive. The ideas.
And the space to run with them.
To realise the downright extraordinary.
This is what it feels like to have
the backing of a world-class bank.
Because with us, there's more to discover.

There's more to become.

Graduate and apprentice opportunities
joinus.barclays



BBC

BUSINESS, MEDIA & TECHNOLOGY

65th



Reviewed **7.94 / 10** by **32** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements:
Minimum 5 GCSEs:
Maths and English at C or above (or equivalent).

Qualifications & Training:
BBC training will help you kick-start your career. Visit our website for more info.

Deadline: Various dates.

ADVANCED APPRENTICESHIP

Entry Requirements:
Minimum 5 GCSEs:
Maths and English at C or above (or equivalent).

Qualifications & Training:
BBC training will help you kick-start your career. Visit our website for more info.

Deadline: Various dates.

HIGHER APPRENTICESHIP

Entry Requirements:
Minimum 5 GCSEs:
Maths and English at C or above (or equivalent).

Qualifications & Training:
BBC training will help you kick-start your career. Visit our website for more info.

Deadline: Various dates.

DEGREE APPRENTICESHIP

Entry Requirements:
A*-C A Levels in relevant subjects (or equivalent).

Qualifications & Training:
BBC Academy training and university course. You will receive a degree at the end of your scheme.

Deadline: Various dates.

Be part of something special. Join the BBC. The BBC offers work experience and apprenticeship schemes in production, journalism, technology and business areas. As a production apprentice you could be behind the camera or supporting behind the scenes for one of our TV or radio shows. Our Design & Engineering apprentices work on broadcast technology for our news and production teams across the country. From local news to sports updates – our digital journalism apprentices get to tell authentic stories through social media and online. Our business apprentices explore the world of project management and data analysis and learn what really makes the BBC tick.

Working here means you'll be part of something genuinely special. No matter what department you work in, the work that you do will contribute to the shows and content that are enjoyed by millions. Almost everyone in the UK spends time with our content each week and it feels great to be part of something that reaches so many people.

We're looking for people who are passionate about kick-starting a career in one of the most interesting, demanding and creative industries out there. We're not focused on your qualifications – we're looking for creativity, commitment and potential; helping the BBC to produce great content which informs, educates and entertains.

No. of opportunities:
90

Salary per annum:
£14,250 - £19,000

Roles available in the following locations:
Nationwide



MEET EMILY

BBC Apprentice, Emily tells us about her experience so far on the Software Engineering Apprenticeship.

Choosing the right apprenticeship

I wanted to be able to gain a qualification whilst actively learning in a work environment as I am a fairly hands on learner. This scheme is perfect for giving real world experience as well as theoretical knowledge.

The journey so far...

My experience so far has been great! I have been very well supported by the BBC and my university. My team was super welcoming and helpful in teaching me about web development, which I had never done before. I'm now at a level where I contribute and solve problems as a fully-fledged member of the team.

Make The Moments That Matter

Being part of something exciting

I've been a part of the research and design process for an all new component to be rolled out across all BBC World Service websites. Also, I am a STEM ambassador!



Working as a team during a pandemic

We regularly chat casually in Slack, and host Zoom socials so that we can stay in contact and avoid getting lonely. We have also created solutions as a team for new problems that are unique to the pandemic such as 'Zoom fatigue' by having days where we don't have any meetings.

"My experience so far has been great!"

Thinking about applying for an apprenticeship?

Do it! If you're considering it definitely apply for schemes. You can always change your mind later, but an apprenticeship has been the best thing for me.

You Make The **BBC**



www.bbc.co.uk/careers



BBCGetIn



BBCGetIn

CGI

IT & TECHNOLOGY

60th

CGI

Reviewed **7.96 / 10** by **51** young people

PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: 64 UCAS points across 2 A Levels (or equivalent).

Qualifications & Training: Our higher apprenticeships are a level 4 qualification, training you in key areas of our business.

Deadline: Please check our website for available vacancies.

DEGREE APPRENTICESHIP

Entry Requirements: 120 UCAS points across 3 A Levels (or equivalent).

Qualifications & Training: Gain a degree, debt free, whilst starting your professional career.

Deadline: Please check our website for available vacancies.

“How does working on a real life project at the same time as working towards a qualification sound?”

No. of opportunities:
30

Salary per annum:
£19,000 - £21,000

Roles available in the following locations:
Nationwide



CGI

BE PART OF
#GENERATIONCGI.

Be part
of our story

#ExperienceCGI

Leaving school or college means a new start for you and at CGI we've got some amazing opportunities to set you on a really exciting career path. You might not have heard of us yet, but what we do changes your world...in fact, everyone's world. The IT services that we deliver to our clients achieve amazing things. From using satnavs to voting on TV programmes and even texting your friends! Imagine being part of a company that can get you involved in these and many other things that make the everyday easier for all.

So you've finished school and it's time to find a new direction. How does working on a real life project at the same time as working towards a qualification sound? Plus, getting paid too! We offer two routes: higher apprenticeships if you want a professional qualification in a particular area but aren't quite sure if doing a degree is right for you, or we offer degree apprenticeships, enabling you to get a debt free degree from a great university, all whilst gaining invaluable on-the-job experience working for us.

The application process is simple. Once you have completed our online application form, we'll review it and if it meets our business requirements, we'll invite you to attend an assessment centre. If you are successful we'll then make you a conditional offer.



A photograph of three young adults (two men and one woman) standing in front of a modern glass skyscraper. The man on the left has a beard and glasses, wearing a dark plaid shirt. The woman in the center has long brown hair and is wearing a light blue button-down shirt. The man on the right has a beard and is wearing a blue and white plaid shirt. They are all smiling and have their arms crossed.

CGI

JOIN THE INNOVATION GENERATION. #GENERATIONCGI.

Leaving school means a new start for you and at CGI we've got some amazing opportunities to set you on a really exciting career path.

**Be part
of our story**

#ExperienceCGI

COSTAIN LTD

TECHNOLOGY & ENGINEERING

41st



Reviewed **8.12 / 10** by **28** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: Minimum of 4 GCSEs at grades 4 – 9 (GCSE C or above) including English and Maths.

Qualifications & Training: Dependent on programme, See website for details.

Deadline: Rolling.

HIGHER APPRENTICESHIP

Entry Requirements: Minimum of 4 GCSEs at grades 4 – 9 (GCSE C or above) including English and Maths.

Qualifications & Training: Dependent on programme, See website for details.

Deadline: Rolling.

DEGREE APPRENTICESHIP

Entry Requirements: Three A Levels (or equivalent, for example NVQ/SVQ Level 3 or a BTEC National).

Qualifications & Training: Working towards a degree and gaining on-the-job experience

Deadline: Rolling.

Costain helps to improve lives with smart infrastructure solutions, using innovative approaches and new technologies to safeguard the security, increase the capacity, improve customer service and drive efficiency in our clients' infrastructure programmes.

We know that deciding which career path to take is an important and often challenging decision, but it can also be an exciting one. We've got real opportunities for those who want to learn, adapt, be challenged and grow. No matter what your background.

Our apprenticeship programmes offer the chance to gain practical work experience and build core skills and contacts within our Energy, Water and Transportation sectors. You'll be supported to achieve professional qualifications, such as diplomas and degrees, and earning a salary at the same time.

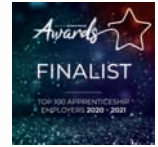
You do not need to have any prior work experience; instead we're looking for enthusiastic, driven and innovative individuals, with a passion for business and technology.

No. of opportunities:
30

Salary per annum:
Starting £14,000 - £19,000 per annum
depending on qualification

Roles available in the following locations:
Nationwide





Our apprenticeship programme offers **structured career** development as well as **learning on-the-job**.

The programme will enable you to work towards real business qualifications ranging from Higher Apprenticeships to Degree Apprenticeships, which will give you the opportunity to go to Uni and start your career with us at the same time. Both pathways allow you to develop your career and can lead to becoming professionally recognised. We will support you to define your career path and to realise your potential with Costain.

Nawaal Abdalla Omar
Apprentice Civil Engineer

www.costain.com/careers

DEFENCE EQUIPMENT
& SUPPORT

**DEFENCE &
GOVERNMENT**

47th



Reviewed **8.06 / 10** by **16** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs at grade C/4+ inc English Lang & Maths.

Qualifications & Training: NVQ Level 3 in Business Administration.

Deadline: Go to des.mod.uk for info.

HIGHER APPRENTICESHIP

Entry Requirements: Varies per scheme.

Qualifications & Training: Varies per scheme.

Deadline: Go to des.mod.uk for info.

DEGREE APPRENTICESHIP

Entry Requirements: 5 GCSEs grade C to A* inc English Lang, Maths & Science/Eng & 3 A Levels at B/C/C+ / BTEC L3 Eng & 3 A Levels at B/C/C+ inc Maths & Phys/Chem/Eng/BTEC L3 Eng alternative.

Qualifications & Training: NVQ L2 in Performing Eng Operations, NVQ L4 in Eng Manufacture & FdSc in Mechatronics or BEng in Eng.

Deadline: Go to des.mod.uk for info.

DE&S is a first class and inspiring organisation offering unique experiences supporting the UK’s armed forces, and delivering some of the world’s most complex projects.

We employ over 11,500 people across over 150 locations around the world. With a budget of over £10 billion, we buy, support and supply vital equipment and services that the Royal Navy, British Army and Royal Air Force need to operate effectively.

We offer unique industry accredited apprenticeship schemes in Engineering, Finance and Accounting, Project Management, Business Administration, Information Logistics and IT. As an integral part of our organisation you’ll experience tailored support while gaining qualifications by studying subjects that will help you throughout your career.

- Our schemes offer you:
- Great rewards in a diverse and inclusive environment.
 - Support from a dedicated management team who have a genuine interest in helping you develop and succeed.
 - Permanent position opportunities within DE&S or the Submarine Delivery Agency once you’ve successfully completed your scheme.

No. of opportunities:
100+

Salary per annum:
£16,777 - £19,044

Roles available in the following locations:
Bristol





Ministry
of Defence

de&s

Developing tomorrow's talent today

des.mod.uk

DELOITTE ACCOUNTING & FINANCE

74th

Deloitte.

Reviewed **7.84** / **10** by **31** young people

PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs including a grade 4 (C) in English Language and Maths.

Qualifications & Training: Depends on the team joined. You'll receive coaching, technical and skills training, alongside study.

Deadline: March 2021.

HIGHER APPRENTICESHIP

Entry Requirements: UCAS points 104 if 2017 or after / 260 if before. GCSE English Language level 4 if 2017 or after / C if before. GCSE Maths level 5 if 2017 or after / B if before.

Qualifications & Training: Depends on the business area. You'll get dedicated study time whilst working on everyday projects.

Deadline: February 2021.

"Here you'll continue learning, gain career-boosting qualifications and make a serious contribution to meaningful projects."

No. of opportunities:

300+

Salary per annum:

Competitive

Roles available in the following locations:

From Aberdeen to Jersey, we've opportunities in 21 locations across the UK and Channel Islands



At Deloitte we make our impact through collaboration. All around the world, our colleagues spark positive progress for their clients, people and society. Their shared curiosity creates possibilities in the world of business and technology. Here you'll find a purpose to believe in, and an impact that everyone can see.

If you're ready to kick-start your career, then a Deloitte apprenticeship could offer you the perfect opportunity. Here you'll continue learning, gain career-boosting qualifications and make a serious contribution to meaningful projects. A Deloitte apprenticeship is a chance to earn a real salary, while you learn. With real work and projects from the start. On a structured career path that means you can shape your own future.

At Deloitte, an apprenticeship is not just a training scheme, it's the first step in a long and rewarding career. You'll be encouraged to be your true self, dream bigger, think creatively and deliver real impact. Growing and progressing every day – learning from the work you do, and the people you collaborate with.



Connect with possibilities

There's a shared sense of purpose here you can feel. It'll shape your experience with us, right from the start. Wherever your career at Deloitte takes you, you'll find brilliant people to collaborate with and learn from. Fascinating, meaningful work and invaluable experiences. And countless opportunities to spark progress for clients, people and society.

What impact will you make?

deloitte.co.uk/careers



EY

ACCOUNTING, BUSINESS & FINANCE

14th



Reviewed **8.49** / **10** by **273** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: Working towards 3 A Levels/ 5 Highers or equivalent.

Qualifications & Training: Level 7 Business Apprenticeship in Accountancy and Taxation (equivalent to a Master's degree).

Deadline: Recruiting on a rolling basis.

DEGREE APPRENTICESHIP

Entry Requirements: Working towards 3 A Levels/5 Highers or equivalent.

Qualifications & Training: Level 6 Degree Apprenticeship.

Deadline: Recruiting on a rolling basis.

WORK EXPERIENCE

Entry Requirements: EY Business Academy.

Qualifications & Training: On track for 3 A Levels/5 Highers or equivalent.

Deadline: Recruiting on a rolling basis.

We're a professional services organisation that helps companies make better decisions about business, finance and technology. How? By asking better questions that help us all in building a better working world.

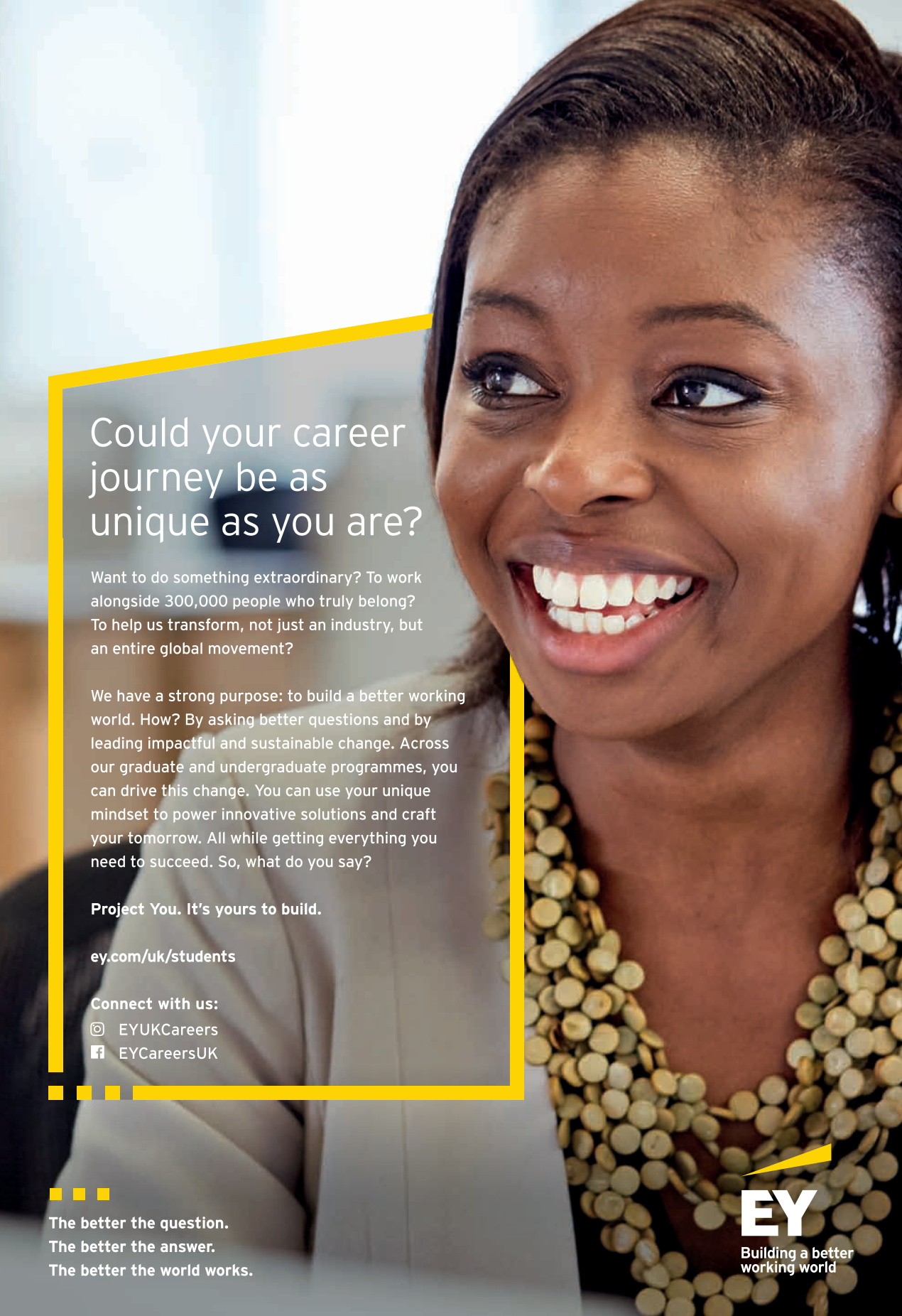
With 300,000 extraordinary people in more than 150 countries, working across four key business areas – Assurance, Consulting, Strategy and Transactions, and Tax – we're well equipped to drive long-term value for our clients and for wider society. And, as a motivated and passionate member of our team, you'll have a personal impact – no matter which business area you join. You'll help business and communities to thrive, while you thrive in a place where you belong. You'll have the opportunity to make your career your own, building opportunities for yourself. You'll have a chance to define and activate our purpose, delivering on our promises to help clients drive long-lasting strategies. We offer work experience and business and degree apprenticeship opportunities, where you'll explore your interests while creating your own exceptional experience. So, if you're interested in making an impact on the working world, one of our programmes could be right for you. Project You. It's yours to build.

No. of opportunities:
300

Salary per annum:
**Up to £22,000
depending on location**

Roles available in the
following locations:
UK-wide





Could your career journey be as unique as you are?

Want to do something extraordinary? To work alongside 300,000 people who truly belong? To help us transform, not just an industry, but an entire global movement?

We have a strong purpose: to build a better working world. How? By asking better questions and by leading impactful and sustainable change. Across our graduate and undergraduate programmes, you can drive this change. You can use your unique mindset to power innovative solutions and craft your tomorrow. All while getting everything you need to succeed. So, what do you say?

Project You. It's yours to build.

ey.com/uk/students

Connect with us:

 EYUKCareers

 EYCareersUK

■ ■ ■
The better the question.
The better the answer.
The better the world works.



EY

Building a better
working world

FINANCIAL CONDUCT AUTHORITY REGULATION & FINANCE

72nd



Reviewed **7.85 / 10** by **14** young people



PROGRAMMES

**ADVANCED
APPRENTICESHIP**

Entry Requirements: 5 GCSEs (A-C) and 2 A Levels.

Qualifications & Training: Senior Financial Customer Advisor, Compliance & Risk Officer, Paralegal.

Deadline: Spring/Summer 2021.

**HIGHER
APPRENTICESHIP**

Entry Requirements: 5 GCSEs (A-C) and 2 A Levels.

Qualifications & Training: Data Analyst, Cyber Security Technologist, Digital Marketing.

Deadline: Spring/Summer 2021.

DEGREE APPRENTICESHIP

Entry Requirements: 5 GCSEs (A-C) and 2 A Levels.

Qualifications & Training: Accountancy, Digital Technology Solutions.

Deadline: Spring/Summer 2021.

The Financial Conduct Authority is the regulator for UK financial services. We aim to make financial markets work well for consumers, business and the whole economy.

- We work to:
- protect consumers
 - protect financial markets
 - promote competition

We regulate thousands of firms to improve how they behave and treat their customers. So our work protects millions of people and has a positive impact on the wider economy. We exist to protect everyone who uses financial services. We regulate banks, pension providers, insurers, payday lenders and debt brokers, and we work closely with the Prudential Regulation Authority (part of the Bank of England) to do this. We are an independent body, accountable to the Treasury and Parliament.

As the regulator of the biggest financial market in Europe and the second largest in the world, we have an unparalleled outlook on the financial sector. A career with us gives you the chance to make a real difference.

No. of opportunities:
25

Salary per annum:
£19,000 - £22,000

Roles available in the following locations:
Stratford, London



Choose a career that matters

Our apprenticeships give you the chance to take part in a variety of work, learn from the experts and achieve an industry-leading qualification while you earn.

We want passion and integrity, as well as ambition and aptitude – so visit www.fca.org.uk/careers/early-careers to find out more and register your interest.



FUJITSU

BUSINESS & IT

45th

FUJITSU

Reviewed **8.08 / 10** by **26** young people



PROGRAMMES

| ADVANCED APPRENTICESHIP | HIGHER APPRENTICESHIP |
|--|--|
| Entry Requirements: 3 A Levels or equivalent, 5 GCSEs inc. English and Maths. | Entry Requirements: 3 A Levels or equivalent, 5 GCSEs inc. English and Maths. |
| Qualifications & Training: 2 year development programme and on-the-job training. | Qualifications & Training: 2 year development programme and on-the-job training. |
| Deadline: Please check our website for role deadlines. | Deadline: Please check our website for role deadlines. |

| DEGREE APPRENTICESHIP |
|---|
| Entry Requirements: 112 UCAS points (3 A Levels BBC or BTEC DMM), Grade C/Level 4 or above in English and Maths GCSE. Experience in or an interest in IT. |
| Qualifications & Training: Alongside your apprenticeship qualification, you will also receive training and a 2-year development programme. |
| Deadline: Please check our website for role deadlines. |

At Fujitsu, our focus on human-centric innovation is impacting the way the world transforms to a digital future. We see it on a global and local scale and we know that the power of innovation and human connection can create a more trusting, sustainable and responsible world for all. This is your world and your opportunity to shape it for the better.

You can shape the way the world works by embracing technology that puts the interest of the planet above business profit. You can shape global societies for the better by working for a technology giant whilst having the freedom to work in the way that suits you best, from the place that fits your life.

You can shape your future by building your own path to success. We respect people regardless of their background, ensuring equal opportunities for everyone. If you want to work alongside people with different ideas, in an inclusive business, that will welcome you and support you, come and co-create the future at Fujitsu.

No. of opportunities:
50

Salary per annum:
£15,000 - £20,000

Roles available in the following locations:
Bracknell, Basingstoke, Manchester and Warrington



Shape Your World

FUJITSU

FUJITSU. THE NEXT GENERATION.

join us



★ RATEMYAPPRENTICESHIP
TOP 100
APPRENTICESHIP
EMPLOYERS
2020 - 2021



@FujitsuJrTalent



@FujitsuJuniorTalent



@FujitsuJuniorTalent



www.linkedin.com/groups/8346445

GOLDMAN SACHS BANKING

90th



Reviewed **7.63** / **10** by **11** young people



PROGRAMMES

DEGREE APPRENTICESHIP

Entry Requirements: BBB at A Level (or equivalent).

Qualifications & Training: Upon completion of the programme, apprentices will receive a BSc in Digital and Technology Solutions.

Deadline: 21 February 2021.

“We seek out people with all types of skills, interests and experiences. Even if you’ve never imagined a career in finance, there’s a place for you here.”

At Goldman Sachs, we connect people, capital and ideas to help solve problems for our clients. We are a leading global financial services firm providing investment banking, securities and investment management services to a substantial and diversified client base that includes corporations, financial institutions, governments and individuals.

We believe who you are makes you better at what you do. We seek out people with all types of skills, interests and experiences. Even if you’ve never imagined a career in finance, there’s a place for you here. For us, it’s all about bringing together people who are curious, collaborative and have the drive to make things possible for our clients and communities.

No. of opportunities:
10+

Salary per annum:
Competitive

Roles available in the following locations:
London





You solve problems. So do we.

See yourself here.

2021 GOLDMAN SACHS ENGINEERING DEGREE APPRENTICESHIP PROGRAMME

At Goldman Sachs, we believe who you are makes you better at what you do. We seek out people with all types of skills, interests and experiences. Even if you've never imagined a career in finance, there's a place for you here. For us, it's all about bringing together people who are curious, collaborative and have the drive to make things possible for our clients and communities.

The Degree Apprenticeship Programme provides the opportunity to complete an apprenticeship within Goldman Sachs Engineering while studying for a degree at Queen Mary University of London. After the four-year programme, you will graduate with a bachelors degree in Digital and Technology Solutions and the potential for a full time position at Goldman Sachs.

- This programme is suited to students with a keen interest in building solutions to complex problems who are looking to complete a degree alongside obtaining practical work experience in software engineering
- Applicants will be required to meet the minimum academic entry requirements of Queen Mary University of London as well as fulfilling UK government apprenticeship funding criteria
- All applications should be made online at www.goldmansachs.com/careers
- The deadline for applications is Sunday 21 February 2021

Interested in finding out more? Scan the QR Code below to hear more from our current degree apprentices.

Make things possible.



in    
GoldmanSachs.com/Careers

HSBC BANKING & FINANCIAL SERVICES

84th



Reviewed **7.68 / 10** by **60** young people

PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs or equivalent, including Mathematics and English above Grade 4/C.

Qualifications & Training: Paid on-the-job training alongside professional qualifications from the LIBF.

Deadline: Open throughout the year.

WORK EXPERIENCE

Entry Requirements: Current school or college student.

Qualifications & Training: Get real customer facing experience and build business experience working at the heart of our branch network.

Deadline: Opening week beginning November 2021.

“For our Apprenticeship programmes, we look for people with drive and aspiration...”

No. of opportunities:

50+

Salary per annum:

£17,500+

Roles available in the following locations:

Across the UK



HSBC is one of the world's largest banking and financial services organisations. We serve more than 40 million customers through our global businesses: Wealth and Personal Banking, Commercial Banking, and Global Banking & Markets.

Our network covers 64 countries and territories in Europe, Asia, the Middle East and Africa, North America and Latin America. We aim to be where the growth is, connecting customers to opportunities, enabling businesses to thrive and economies to prosper, and ultimately helping people to fulfil their hopes and realise their ambitions.

For our apprenticeship programmes, we look for people with drive and aspiration, those who think, see and do things differently and who can represent and relate to our diverse global customer base. We employ, develop and promote employees based on merit and provide a supportive and inclusive working environment.

For more information, please visit www.hsbc.com/ukapprenticeships



You're about to take the next step



We'll help you go further than you can imagine

As you grow, we grow.
Discover a world of opportunities
at [hsbc.com/earlycareers](https://www.hsbc.com/earlycareers)



Together we thrive

IBM
TECHNOLOGY

28th



Reviewed **8.26 / 10** by **33** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs grade 5-9 including Maths and English Language.

Qualifications & Training: Learning patterns vary depending on the pathway and training provider, but you will be fully supported by IBM to achieve your education.

Deadline: Refer to our website.

DEGREE APPRENTICESHIP

Entry Requirements: 5 GCSEs grade 5-9, minimum 120 UCAS points (subject to change dependent on university requirements).

Qualifications & Training: Learning patterns vary depending on the pathway and training provider, but you will be fully supported by IBM to achieve your education.

Deadline: Refer to our website.

At IBM, work is more than a job it's a calling: To build. To design. To code. To consult. To think along with clients and sell. To make markets. To invent. To collaborate. Not just to do something better, but to attempt things you've never thought possible. To lead in this new era of technology and solve some of the world's most challenging problems.

Apprenticeships at IBM are all about picking up skills for the workplace and embarking on a long and successful career. We have your professional development in mind from the day you join us as a permanent employee. Our apprenticeships range from a Level 3 Advanced Apprenticeship to Level 6 Degree Apprenticeship and each pathway gives you everything you need to start your career in the industry!

You will get lots of exposure and an experience you simply can't get anywhere else. In addition to the day job, there are plenty of opportunities to get involved in social activities and volunteering with other apprentices, students and graduates.

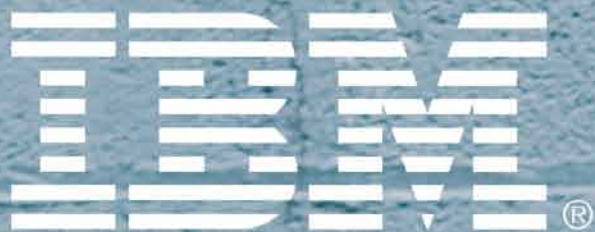
Interested in making a change in the future of technology? Visit our website to find out more now!

No. of opportunities:
c. 100

Salary per annum:
Starting at £20,000

Roles available in the following locations:
Nationwide





What can you do at IBM?

IBM Apprenticeship opportunities are all about picking up skills for the workplace and embarking on a long and successful career. We have your professional development in mind from the day you join us as a permanent employee.

ibm.com/jobs/uk

Your next move

Defined by you



LLOYDS BANKING GROUP

BANKING, FINANCE & TECHNOLOGY

86th



Reviewed **7.67 / 10** by **32** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements:
GCSE Level English
and Maths.

Qualifications &
Training: Level 2
Apprenticeship
Qualification.

Deadline: Visit website.

ADVANCED APPRENTICESHIP

Entry Requirements:
GCSE Level English
and Maths.

Qualifications &
Training: Level 3
Banking Certificate.

Deadline: Visit website.

HIGHER APPRENTICESHIP

Entry Requirements:
Varies per programme.

Qualifications &
Training: Varies; most
include professional
qualifications.

Deadline: Visit website.

DEGREE APPRENTICESHIP

Entry Requirements:
Educated to A level
standard, plus GCSE
Maths and English.

Qualifications &
Training: Bachelor's
degree paid for by
Lloyds Banking Group.

Deadline: Visit website.

As a major financial services group with over 320 years of history, Lloyds Banking Group is helping redefine financial services for millions of people, businesses and communities across the UK. Using the latest technologies to support over 26 million customers, we've got a shared goal across our well-known financial brands: to make a positive difference and help Britain prosper. That's why we need a broader range of skills and experiences than ever before.

Our range of apprenticeship programmes will provide you with all the training and development, support and mentoring you need to learn about our industry and develop your strengths. And because we know that people do their best work when they feel happy and valued, we offer a friendly and inclusive working environment where everyone feels free to be themselves and share their ideas from day one.

We're looking for motivated, forward-thinking school students who can bring their unique perspective to what we do and help drive our business forward. Whether you're passionate about building relationships with well-known clients or developing the next generation of digital banking solutions, you can help us build the bank of the future.

Discover careers with real impact today.

No. of opportunities:
60

Salary per annum:
£17,000+

Roles available in the
following locations:
Nationwide





Help us build the bank of the future

Lloyds Banking Group is committed to meeting the changing needs of families, businesses and communities across the UK. Our purpose is to help Britain prosper and we need people with new perspectives and a drive to make a meaningful impact to help us.

Whatever your interests, if you're as passionate about learning and innovation as we are, we can offer you an apprenticeship where you can make a difference. Not only will you learn new skills and develop your strengths, you'll be part of an inclusive community that cares about your wellbeing, too.

**Discover careers with real impact at
lloydsbankinggrouptalent.com**



PEARSON

LEARNING & EDUCATION MANAGEMENT

53rd



Reviewed **8.03 / 10** by **12** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: GCSE grade 4/C in Maths and English.

Qualifications & Training: Industry experience and a national qualification.

Deadline: Varies, see website for details.

HIGHER APPRENTICESHIP

Entry Requirements: GCSE grade 4/C in Maths and English.

Qualifications & Training: Industry experience and a national qualification.

Deadline: Varies, see website for details.

DEGREE APPRENTICESHIP

Entry Requirements: GCSE grade 4/C in Maths and English.

Qualifications & Training: Industry experience and a national qualification.

Deadline: Varies, see website for details.

T-LEVELS

Entry Requirements: GCSE grade 4/C in Maths and English.

Qualifications & Training: High-quality T-Level industry placement of at least 45 days.

Deadline: Varies, see website for details.

We're the only global company where you can unleash your talent while helping millions of people make progress in their lives through learning. You can help us build a more inclusive learning culture where everyone—regardless of what they look like, where they come from, or what they believe—has the capability to unlock new skills and claim new opportunities.

We are proud of our hugely successful apprenticeship programme, offering a range of apprenticeships from Project Management to Digital Marketer, Operational Management to Master's in Digital and Technology and many, many more across all of our UK sites. Our apprenticeships range from level 3 through to Master's level and we have intakes throughout the year.

We have a bespoke apprenticeship Team that look after our apprentices from before they start with us all the way through their programmes of learning and beyond.

Pearson believe that learning opens up opportunities, creating fulfilling careers and better lives. If you're as passionate about apprenticeships as we are, then please visit our website for opportunities throughout the year.

No. of opportunities:
5

Salary per annum:
Competitive

Roles available in the following locations:
London, Harlow, Oxford, Manchester, Warrington, Rotherham





Pearson



PwC

PROFESSIONAL SERVICES

8th



Reviewed **8.60** / **10** by **332** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: Varies depending on programme.

Qualifications & Training: You'll work towards a Level 4/5 apprenticeship and in some business areas, will also finish with a professional qualification.

Deadline: Varies, see website for details.

DEGREE APPRENTICESHIP

Entry Requirements: Varies according to university requirements.

Qualifications & Training: Students will finish with a full degree alongside three full-time work placements.

Deadline: 15 January 2021.

WORK EXPERIENCE

Entry Requirements: Student in Y12 (or equivalent in Scotland and NI) and studying for A Levels / Highers / BTEC or equivalent.

Qualifications & Training: As part of our virtual week you'll gain an insight into the work we do and how we help our clients.

Deadline: Applications open February 2021.

Our purpose to build trust in society and solve important problems has never felt more relevant. We bring our purpose to life through our focus on our clients, our people and the communities in which we live and work to address current and future challenges. As one of the world's leading professional services organisations, attracting the right talent continues to be paramount. We have School and College Leaver opportunities in Audit, Consulting, Deals, Tax and Technology.

At PwC, you can expect to be part of a stimulating environment working on challenging projects where you'll have access to a world of opportunity and experiences, in a culture that embraces difference. No matter what your background, PwC have a range of roles to suit everyone. Here at PwC, we look for talented people eager to learn, with business awareness, intellectual and cultural curiosity, and the ability to build strong relationships. Trainees can develop and grow within a supportive and nurturing learning environment in some business areas, this could mean working towards a degree or professional qualification.

No. of opportunities:
1,000+

Salary per annum:
Competitive

Roles available in the following locations:
Nationwide



It's a new world, ready for your new skills

Explore. Inspire. Reimagine.



At PwC, it starts with you

Traditionally, there's only been one route when school comes to an end. University. Degree. Career. But things have changed.

Gain work
experience whilst
at school or college

Get a head start on our
School and College
Leaver programmes

No matter which path you choose, there are no limits
as to how far you can go and how much you can achieve.

Go to uni and
give your career
a Flying Start

Join us
whilst you're
at university

Our School and College Leaver programme, just like our graduate programme, offers structured career development as well as learning on-the-job, and study towards real business qualifications. And on one of our Flying Start degree programmes, you'll get the opportunity to go to uni and start your career with us at the same time.

So whichever path leads you to us, we'll take your career further.
Join PwC. We'll help you realise your potential.

To find out more and apply, go to:
pwc.co.uk/schools

 PwCCareersUK

 pwc-uk

 pwc_uk_careers

SAGE

IT & SOFTWARE ENGINEERING

3rd



Reviewed **8.87 / 10** by **59** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: 5 GCSEs at Grade C or above, including Maths and English.

Qualifications & Training: Customer Service Practitioner, with 1 full day off site every 2 weeks.

Deadline: Ongoing throughout the year.

ADVANCED APPRENTICESHIP

Entry Requirements: Dependent on the role, minimum 5 GCSEs at Grade C or above, including Maths and English.

Qualifications & Training: Digital Marketing, Marketing, Talent Acquisition, Procurement, Supply Chain, Business Administration, IT, Software.

Deadline: Ongoing throughout the year.

“We are really proud of our apprenticeship programmes, offering opportunities across many functions.”

People make Sage great. From our colleagues delivering ground-breaking solutions to the customers who use them: people have helped us grow for more than thirty years, and people are driving our future as a great SaaS company. We’re writing our next chapter. Be part of it!

Experience has taught us that when our customers thrive, we thrive. As a team, we always start with what customers need. Through the good... and more challenging times. Innovating at pace so customers can manage their finances, operations and people. Every one of us shapes our culture at Sage doing what’s right and succeeding together, united by our commitment to each other. We encourage each other to grow in our roles, in our careers and as individuals.

We are really proud of our apprenticeship programmes, offering opportunities across many functions. Our apprentices make up a vital part of our team and are given real responsibility along with support and coaching throughout the apprenticeship. As a Sage apprentice, you will have an exciting induction event, soft skill training throughout the year dedicated to apprentices, take part in Sage Foundation days to support our charities and even have a party at the end of the scheme to celebrate all of your amazing achievements.

No. of opportunities:
35

Salary per annum:
£12,000 - £19,000
Dependent on location

Roles available in the following locations:
Newcastle, Manchester, Warrington, London, Dublin





Sage Early Careers.
Get with the program.

sage



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements:
Min 104 UCAS points,
GCSE English and
Maths min grade 4.

Qualifications &
Training: Technical
and business skills, a
dedicated mentor and
developing a diverse
network of colleagues.

ADVANCED APPRENTICESHIP

Entry Requirements:
Min 104 UCAS points,
plus GCSE English and
Maths min grade 4.

Qualifications &
Training: Technical
and business skills and
a dedicated mentor.
Qualifications depend
on business area.

DEGREE APPRENTICESHIP

Entry Requirements:
Min 104 UCAS points,
plus GCSE English and
Maths min grade 4.

Qualifications &
Training: Technical
and business skills,
a dedicated mentor.
Qualifications depend
on business area.

HIGHER APPRENTICESHIP

Entry Requirements:
Min 104 UCAS points,
plus GCSE English and
Maths min grade 4.

Qualifications &
Training: Technical
and business skills,
a dedicated mentor.
Qualifications depend
on business area.

Santander. You probably know the name already. With 15 million customers, we're one of the UK's leading banks. Helping people with current accounts, mortgages, savings and more.

But did you also know we're part of one of the world's largest financial groups? That we're rated as one of the UK's Top Employers? Or that we've been investing in apprenticeship schemes in a big way?

There's still so much to learn about us and our focus on trust and responsible banking. Also, we don't just offer one apprenticeship scheme, we have a whole range. We're talking entry, higher and degree-level apprenticeships. In areas like Finance and Customer Service, as well as Technology - which is a pretty big deal for us right now.

So whether you've left school at 16 or after your A Levels, there's bound to be a scheme for you here. What's more, on all our apprenticeships you can expect to enjoy:

- A real job with hands-on experience
- A decent salary from day one
- Tailored training and development
- The chance to gain an industry-recognised qualification
- The opportunity to join us full-time if you succeed

Put it all together and it's a pretty sweet package. Isn't it time you found out more about Santander?

No. of opportunities:
Approx. 100

Salary per annum:
£17,000 - £23,000

Roles available in the
following locations:
**Opportunities
across England**





Prepare to fly

You've got potential. So let's unlock it and set it free. With a Santander apprenticeship, you'll be working in a real job from day one. Experiencing real business challenges, working towards an industry-recognised qualification and putting theory into practice every day.

#settingpotentialfree

SKANSKA CONSTRUCTION & CIVIL ENGINEERING

59th

SKANSKA

Reviewed **7.96 / 10** by **21** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: GCSEs in Maths and English desired – details on website.

Qualifications & Training: Piling / Building / Engineering / Business Admin / Fabrication and Welding / Laboratory Technician.

Deadline: Check website for details.

HIGHER APPRENTICESHIP

Entry Requirements: A Levels (grade A-D) or a Level 3 qualification.

Qualifications & Training: Civil Engineering / Quantity Surveying / Construction Management.

Deadline: Check website for details.

DEGREE APPRENTICESHIP

Entry Requirements: A Levels (grade A-C), BTEC or equivalent - details on website.

Qualifications & Training: Civil Engineering / Quantity Surveying / Digital Solutions and Data Analytics / Construction Management / Environmental Practitioner.

Deadline: Check website for details.

At Skanska we believe in our Purpose, we build for a better society.

Skanska is one of the world's leading construction and project development groups. Our UK operation is one of the top construction and development companies in the country.

We are an inclusive and responsible business known for working on major building and infrastructure projects, such as the Scalpel, HS2, and Crossrail, as well as managing the facilities for public and private sector buildings across the UK.

Our apprenticeship programmes are designed to build your career in your chosen field such as digital solutions, civil and site engineering, quantity surveying, business administration, mechanical and electrical engineering, construction management, and design engineering.

Drawing on our Scandinavian heritage, we are green, innovative and progressive. We bring together people and technology, as part of our objective to make construction a safer and more collaborative industry.

No. of opportunities:
30

Salary per annum:
£14,000 - £20,000

Roles available in the following locations:
UK wide





Where can you help build for a better society?

Naturally Skanska

We have apprenticeships available in:

- Quantity surveying
- Civil engineering
- Digital solutions and Data analytics
- Mechanical and electrical engineering
- Business administration/Document control
- Piling/Welding

Why is Skanska the natural choice for you?

On-the-job training gives you the chance to earn while you learn. As an apprentice, you'll study for a college or university qualification while working with us and earning a salary.

We hold regular Work Experience Insight Days where you can meet with us and find out more about what we do. Join our mailing list if you would like to hear about opportunities with Skanska: bit.ly/EmergingTalentSignUp.

Help us build for a better society: skanska.co.uk/careers

SKANSKA

TECH DATA
IT

15th



Reviewed **8.49** / **10** by **15** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: GCSE English Language and Maths Grade 4 or C or above.

Qualifications & Training: Our apprentices will complete an IT Technical Sales apprenticeship at Level 3 standard.

Deadline: Open for applications from February 2021 - April 2021.

“We seek out and value raw potential from diverse backgrounds, we value difference; some of our best talent is grown within our organisation and we are fully committed to providing the environment and opportunities for our apprentices to develop, grow and be rewarded for their success.”

Tech Data connects the world with the power of technology. We help customers weave technology into the fabric of 21st century life and deliver solutions the world needs to connect, grow and advance. The IT channel relies on Tech Data’s reach, technical knowledge and collaborative partnerships to create new opportunities that drive growth with speed, agility, insight and impact.

We offer IT Technical Sales Apprenticeships Level 3 which is completed over 15-18 months and incorporates classroom based, on-the-job and IT accreditation training. Our programme covers everything you need to know about Tech Data and our products, working in a corporate environment, developing technical sales skills and your personal brand, IT fundamentals, customer life cycle management and pricing & profitability.

Our apprentices are fully equipped as experts before starting their IT sales career. We are looking for enthusiastic, driven and ambitious individuals. We seek out and value raw potential from diverse backgrounds, we value difference; some of our best talent is grown within our organisation and we are fully committed to providing the environment and opportunities for our apprentices to develop, grow and be rewarded for their success. All we ask for is passion, commitment and the willingness to jump into a real role.

No. of opportunities:
10

Salary per annum:
£16,000

Roles available in the following locations:
Basingstoke



Earn and learn your way to a career

Tech Data connects the world with the power of technology. We aim to be the vital link in the technology ecosystem by continuously satisfying the world's ever-evolving demand for technology. Our apprentices are given the specialised skills and experience needed in this exciting industry.

We believe in turning today's talented people into the experts we need for the future. Our apprenticeship programme is a chance to jump into a real role whilst studying a nationally recognised qualification through structured learning and on the job training.



Kick start your career today
www.techdatacareers.co.uk



THE AA PATROL & CUSTOMER SERVICE

13th

AA

Reviewed **8.50 / 10** by **27** young people

PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: No prior experience required.

Qualifications & Training: Customer Service Practitioner: 13 – 15 months.

Deadline: Please check our website for locations and deadlines.

ADVANCED APPRENTICESHIP

Entry Requirements: No prior experience required.

Qualifications & Training: Roadside Patrol – Motor Vehicle Service and Maintenance Technician (Light Vehicle): 36 months.

Deadline: Please check our website for locations and deadlines.



Are you ready for ANYTHING?

Develop skills for success with our bespoke apprenticeship programmes. If you've got the determination, desire and drive to achieve, the rewards are extraordinary.

We partner with the best apprenticeship training providers to create remarkable opportunities for you to flourish. You'll gain substantial business experience and work towards a nationally recognised qualification. All while earning a competitive salary.

Roadside Patrol Apprenticeship: Are you looking for a place to take your passion for fixing cars? Then take it to a whole new level, with our hands-on Roadside Patrol apprenticeships.

Customer Service Apprenticeship: Are you a genuine people-person, passionate about helping others? Then you could be exactly who we're looking for to join our dynamic Contact Centre teams in Cheadle, Oldbury or Newcastle.

This is an opportunity to launch a career full of variety. And there's no need to wait – because many of our roles accept applications all year round.

No. of opportunities:
50

Salary per annum:
£9,000+

Roles available in the following locations:

Customer Service: Basingstoke

Oldbury, Newcastle, Cheadle

Roadside: Nationwide



AA



CO-OP

RETAIL, LOGISTICS & SUPPORT FUNCTIONS

96th



Reviewed **7.44** / **10** by **101** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements:
Varied across programmes.

Qualifications & Training: 12-15 month apprenticeships in Retail, LGV Driving, Funeralcare, Finance & more.

Deadline: Ongoing.

ADVANCED APPRENTICESHIP

Entry Requirements:
Varied across programmes.

Qualifications & Training: 15-24 month apprenticeships in Law, Business, Funeralcare & more.

Deadline: Ongoing.

HIGHER APPRENTICESHIP

Entry Requirements:
Varied across programmes.

Qualifications & Training: 2 year+ apprenticeships in Digital, Project Management, Procurement & more.

Deadline: Ongoing.

DEGREE APPRENTICESHIP

Entry Requirements:
Varied across programmes.

Qualifications & Training: 2 year+ apprenticeships in Legal, Food & Nutrition, Business & more.

Deadline: Ongoing.

We're growing our apprenticeship schemes to develop our future leaders.

Whether you're just finishing school, looking to change careers or dive back into the world of work after some time off, there are opportunities for everyone as a Co-op apprentice. You don't need previous experience, just a desire to develop your skills and a shared passion for our values.

Co-op stands for something different. We care about the world we share, and we've been making a difference in local communities since we were founded 176 years ago. Today we still believe that when we work together, we're stronger. Our co-operative values are at the heart of everything we do – from our commitment to diversity and inclusion; our promises to reduce food waste and stop the use of non-recyclable packing; to supporting thousands of good causes in communities across the UK.

There's a role for everyone at Co-op – we're the UK's sixth biggest food retailer with over 2,500 stores nationwide, as well as Britain's number one funeral services provider and a growing legal services business. We offer apprentice opportunities across the UK in our stores, funeral homes and support centre offices – from Level 2 through to Degree apprenticeships.

No. of opportunities:
100+

Salary per annum:
£11,000 - £25,000

Roles available in the following locations:
Nationwide



DWF LAW

42nd



Reviewed **8.12 / 10** by **23** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs inc. English & Maths and 3 A Levels grades C or above.

Qualifications & Training: On the job experience whilst studying towards a Paralegal qualification.

Deadline: Refer to our website.

DEGREE APPRENTICESHIP

Entry Requirements: L3 Paralegal Apprenticeship, 3 A Levels, 5 GCSEs or equivalent.

Qualifications & Training: On-the-job experience whilst working towards qualifying as a Solicitor.

Deadline: Upon completion of Paralegal Apprenticeship.

“To help start your apprenticeship in the best way possible, we work with specialist training providers to develop your skills and knowledge...”

No. of opportunities:

10

Salary per annum:

£18,135

Roles available in the following locations:

Manchester and Liverpool



We are a global legal business, transforming legal services through our people for our clients. We have 31 key locations and over 4,000 people delivering services and solutions that go beyond expectations.

DWF is an exciting place to start your legal or professional career. We offer Paralegal and Solicitor apprenticeships as well as non-legal apprenticeships to college leavers. To help start your apprenticeship in the best way possible, we work with specialist training providers to develop your skills and knowledge where you will gain valuable on-the-job experience from supportive managers and colleagues. We also pay a competitive salary and cover the costs of the qualification.

You do not need legal work experience to apply, but work and life experience is valuable as well as having an interest in the legal sector. You must also have excellent communication skills, an eye for detail and the ability to work as part of a team. In your application, we are keen to see your drive and determination for a career in law or professional services and a good understanding of our business.

FINANCIAL OMBUDSMAN
SERVICE

DISPUTE
RESOLUTION



Reviewed **8.04 / 10** by **17** young people



PROGRAMMES

INTERMEDIATE
APPRENTICESHIP

Entry Requirements: 5 GCSEs, including Maths and English.

Qualifications & Training: You'll receive on-the-job mentoring and training, as well as tailored training for your apprenticeship via one of our training provider partners.

Deadline: Check our website for details.

ADVANCED
APPRENTICESHIP

Entry Requirements: 5 GCSEs, including Maths and English.

Qualifications & Training: You'll receive on-the-job mentoring and training, as well as tailored training for your apprenticeship via one of our training provider partners.

Deadline: Check our website for details.

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs, including Maths and English and a Level 3 qualification.

Qualifications & Training: You'll receive on-the-job mentoring and training, as well as tailored training for your apprenticeship via one of our training provider partners.

Deadline: Check our website for details.

At the Financial Ombudsman Service we make a positive difference to people's lives every day. We were set up by Parliament in 2001 to help sort out complaints between financial businesses and their customers. Our service is free for consumers, and every year over 1 million people contact us for help with a complaint.

We're an award-winning organisation, that offers a number of apprenticeship opportunities in a variety of areas, from supporting our case-handling teams, to project management, IT or legal. You'll join a professional team, get practical experience, support and mentoring from your manager, and study with a professionally recognised apprenticeship training provider.

Our apprentices gain valuable skills and experience, that will benefit them throughout their career whatever their next steps. We can offer some the chance to stay on and take their next career step with us, after completing their apprenticeship.

The people who work here are the most important part of our organisation, and we make the most of everyone's talents. We're passionate about diversity and inclusion and want to attract and develop people from a wide range of backgrounds.

No. of opportunities:
31

Salary per annum:
£19,565

Roles available in the following locations:

Most of our apprenticeships will be in our London office, with some in our Coventry office



GSK

HEALTHCARE,
PHARMACEUTICAL,
CONSUMER GOODS

18th



Reviewed **8.42** / **10** by **64** young people



PROGRAMMES

| ADVANCED APPRENTICESHIP | HIGHER APPRENTICESHIP |
|--|---|
| Entry Requirements: Varies per role, typically minimum of 5 GCSEs grade 5-9. | Entry Requirements: Varies per role, typically a minimum of 96 UCAS points. |
| Qualifications & Training: Combination of on-the-job and formal training. Formal qualification dependent on the role. | Qualifications & Training: Will gain a foundation degree or equivalent qualification, dependent on role. |
| Deadline: Varies per role, please refer to our website. | Deadline: Varies per role, please refer to our website. |

| DEGREE APPRENTICESHIP |
|--|
| Entry Requirements: Varies per role, typically a minimum of 96 UCAS points. |
| Qualifications & Training: You will gain a Bachelor's degree for level 6 and a Master's degree for level 7. |
| Deadline: Varies per role, please refer to our website. |

We're exciting minds with our apprenticeship programme – and helping people do more, feel better, live longer. We're a global company delivering billions of innovative products every year, and helping boost the health of hundreds of millions of people worldwide. We're behind life-saving pharmaceuticals, vaccines for infectious diseases – including the first malaria vaccine – and consumer healthcare products such as Sensodyne and Panadol.

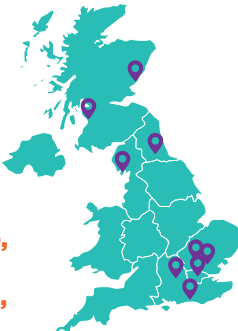
There are so many teams you can be part of – which excites you the most? If you're interested in science, you could join us in Laboratory Science, Engineering or join one of our Manufacturing teams. If you're numerate, you could embark on a career in Data Science or Analytics. Alternatively, you might be drawn to a career in Supply Chain.

Our apprenticeships will give you hands-on experience and early responsibility. While you learn on-the-job from industry leaders (and earn a competitive salary), you'll benefit from work events and training courses, whilst studying towards a nationally recognised qualification, which could lead onto further study towards a Bachelor's degree or postgraduate qualification.

No. of opportunities:
50

Salary per annum:
£14,000 - £17,000

Roles available in the following locations:
London, Stevenage, Ware, Worthing, Maidenhead, Barnard Castle, Ulverston, Montrose, Irvine



KPMG

ACCOUNTANCY, TECHNOLOGY, TAX & LAW

39th



Reviewed **8.16** / **10** by **83** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs A*-C or 4-9. Min 112 UCAS points (or equivalent for Scotland).

Qualifications & Training: ACA or CA.

Deadline: Rolling recruitment. Apply early to secure your place.

DEGREE APPRENTICESHIP

Entry Requirements: 5 GCSEs A*-C or 4-9. Min 112 UCAS points (or equivalent for Scotland).

Qualifications & Training: BSc (Hons) Digital and Technology Solutions.

Deadline: Rolling recruitment. Apply early.

WORK EXPERIENCE

Entry Requirements: UK: 5 GCSEs A*-C or 4-9. Scotland: 5 Standard Grades 1-3. Predicted 104 UCAS points or above. Meet Access Accountancy criteria.

Qualifications & Training: You'll have an opportunity to learn new skills, learn about the world of work and gain an insight into KPMG.

Deadline: Roles open in 2021.

With a worldwide presence, KPMG continues to build on our successes thanks to a clear vision, our people and Our Values – we're supporting businesses to grow, our people to achieve and our communities to thrive.

Our apprenticeship programmes offer you the opportunity to work across different industries and span areas such as Audit, Software Engineering, KPMG Law and Data & Analytics.

It's never too soon to start thinking about your future career. Whether you're in your final year of school or college or taking this time to seek a new career opportunity, joining KPMG as an apprentice means being part of a team of inspiring colleagues who bring fresh ideas and curiosity to work that really matters.

Like the organisations we work with, KPMG is embracing change with new ways of working and innovative technology unlocking opportunity in a digitally-driven age. When you join us, you'll gain new skills, insights and practical experience in have access in advanced technologies, such as artificial intelligence and the latest Cloud tools.

Join us and be inspired to live, earn and learn.

No. of opportunities:
c.250

Salary per annum:
Competitive

Roles available in the following locations:
Nationwide, including Manchester, Bristol and Aberdeen



MACE

CONSTRUCTION, CONSULTANCY & ENGINEERING

27th



Reviewed **8.28 / 10** by **34** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 96 UCAS points (post 2017 tariff).

Qualifications & Training: Sponsored through a level 3 qualification relevant to the discipline.

Deadline: We recommend all candidates apply as soon as possible as offers are made on a rolling basis.

HIGHER APPRENTICESHIP

Entry Requirements: 96 UCAS points (post 2017 tariff).

Qualifications & Training: Sponsored through a level 4 qualification relevant to the discipline.

Deadline: We recommend all candidates apply as soon as possible as offers are made on a rolling basis.

DEGREE APPRENTICESHIP

Entry Requirements: 120 UCAS points (post 2017 tariff).

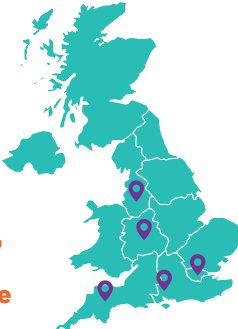
Qualifications & Training: Sponsored through a degree qualification relevant to the discipline.

Deadline: We recommend all candidates apply as soon as possible as offers are made on a rolling basis.

No. of opportunities:
30

Salary per annum:
£17,000 - £19,000

Roles available in the following locations:
Typically include London, Birmingham, Manchester, Exeter, Winchester + more



Mace is an international consultancy and construction company, founded and built on exceptional people, a commitment to service excellence and an entrepreneurial spirit.

Our apprenticeship programmes offer a wide range of opportunities to people who are looking to start a career in the construction industry.

Our trainees and apprentices have worked on iconic projects, including the London 2012 Olympic Park, The Shard, Battersea Power Station, Tottenham Hotspur Football Stadium and Manchester Business School.

As well as the opportunity to work on some of the UK's most exciting projects, all of our apprentices and trainees receive financial and practical support with part-time study towards an industry-recognised qualification.

Our structured training programme will teach you technical and business skills to help you succeed in your career.



MCDONALD'S BUSINESS, HOSPITALITY & RETAIL

38th



Reviewed **8.17** / **10** by **44** young people

PROGRAMMES

DEGREE APPRENTICESHIP

Entry Requirements: 104 UCAS points and C or 4 in Maths and English GCSE.

Qualifications & Training: Level 3 Hospitality Supervision Apprenticeship, BA (hons) Business Management and Retail.

Deadline: 15th February 2021.

“Our degree apprenticeship offers a fantastic opportunity to gain practical management experience whilst gaining the qualifications at the same time!”

No. of opportunities:
30

Salary per annum:
£16,000 - £19,000

Roles available in the following locations:
England only



McDonald's is the largest restaurant chain in the world. We serve more than 3.7 million customers a day in our 1,400 restaurants in the UK and Ireland alone. Customer experience is at the heart of everything we do and as an inclusive employer we continually look for talented people who can lead from the front.

Working for McDonald's is more than just a job and we aim to have a positive impact in everything we do. From offering good value for money, to giving back to the communities we work in. It's not just about the millions of meals we serve each year, it's also about the thousands of people who work for us, it's about you.

If you've set your sights high, you will want an employer who can turn potential into reality. Our degree apprenticeship offers a fantastic opportunity to gain practical management experience whilst gaining the qualifications at the same time!

From day one you'll be rolling up your sleeves as part of a restaurant team, learning how every aspect of our restaurants work from preparing food in the kitchen to serving customers on front counter. You will then go on to lead restaurant teams and make managerial decisions. You could even go on to manage your own restaurant!



SAVILLS REAL ESTATE

12th



Reviewed **8.50 / 10** by **23** young people



PROGRAMMES

DEGREE APPRENTICESHIP

Entry Requirements: Surveying Apprenticeship: 96 UCAS points, Town Planning Apprenticeship: 104 UCAS Points.

Qualifications & Training: Chartered Town Planning Apprenticeship also includes a Master's degree. 5 year apprenticeship, including undergraduate degree and full on the job training.

Deadline: May 2021.

The Savills Apprenticeship Programme started in 2015 and gives candidates the opportunity to gain the training, experience and support they need to build a fulfilling career in real estate. We pride ourselves on offering the best possible experience from the day you receive your offer letter with us, through to the training programmes that support your career development. In 2019 and 2020 we ranked 12th in the RateMyApprenticeship Top 100.

Working Week

Five full days in the office, working hours 9:00am to 5:30pm. One of these days each week during term time should be dedicated to study while in the office. This will depend on where you study as it may involve day release at university.

How to Apply

Applications for the 2021 apprenticeship programme will open on the 8th March 2021.

To apply:

- Stage one: Online application. Submit your application, including your CV, cover letter and answers to the supporting questions.
- Stage two: Assessment Day. If your online application is successful, you will be invited to an assessment day where you will be asked to participate in various tasks and networking.
- Stage three: Interview. If you are successful at assessment day you will be invited to attend an interview. This will be conducted by members of the team that you have applied for.

"We pride ourselves on offering the best possible experience from the day you receive your offer letter with us, through to the training programmes that support your career development."

No. of opportunities:
c.20

Salary per annum:
Competitive

Roles available in the following locations:
Various



SOFTCAT SALES & IT

1st

Softcat

Reviewed **9.33 / 10** by **35** young people

PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs (inc English & Maths) at Grade 4-9.

Qualifications & Training: Level 3 IT Technical Sales - Training in sales techniques and technical product knowledge.

Deadline: See website for current deadlines.

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs (inc English & Maths) at Grade 4-9.

Qualifications & Training: Level 3 Business Administration - Training in how to engage with different business departments and develop general administrative skills.

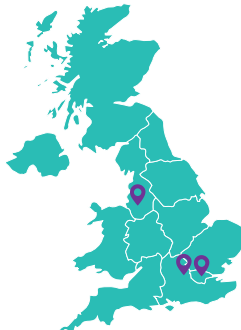
Deadline: See website for current deadlines.

"Apprentices are a huge asset to our business. We love to recruit smart, hard workers with the ambition to achieve big things."

No. of opportunities:
50

Salary per annum:
£16,500 - £17,500

Roles available in the following locations:
Marlow, Manchester and London



As a Softcat apprentice, you'll get to start your career with a true UK success story. We're a trusted partner to names like Apple, Microsoft and Adobe that's grown rapidly into a billion-pound company, offering solutions like software licensing and cyber security.

Apprentices are a huge asset to our business. We love to recruit smart, hard workers with the ambition to achieve big things. Our key focus is the Sales apprenticeship, a great option if you're a real people person, who's target driven and good on the phone. We also offer Business Administration apprenticeships for a number of departments across our business such as Tech & IT, Finance and Marketing.

Your apprenticeship will feature a structured programme of on-the-job learning, with lots of support and mentoring from colleagues. Once completed, you'll hopefully follow in the footsteps of many previous Softcat Apprentices who have progressed with us rapidly. On top of the career prospects, our culture is a great reason to join us. We're a company that feels like a family - with buzzing office locations, lots going on socially and a real sense of working and achieving success together. The multiple awards we've won for our apprentice programmes show our commitment to offering the best possible experience.



UBS
**FINANCIAL
SERVICES**

73rd



Reviewed **7.85 / 10** by **19** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 104 UCAS points (BCC at A Level or equivalent), and B or Level 5 or 6 in Mathematics and English Language GCSE.

Qualifications & Training: Level 3 Assistant Accountant, gaining the AAT Level 3 Advanced Diploma in Accounting.

Deadline: Hire on a rolling basis – Easter 2021.

DEGREE APPRENTICESHIP

Entry Requirements: Dependent on business area, please check our website.

Qualifications & Training: Level 6 Financial Services: Global Research, Global Banking, Global Markets, Asset Management, Global Wealth Management, Investment Bank COO, Group Operations, GCRG.
BSc Digital and Technology Solutions: Group Technology.

Deadline: Hire on a rolling basis – Easter 2021.

UBS is the world's largest and only truly global wealth manager. We operate through four business divisions: Global Wealth Management, Personal & Corporate Banking, Asset Management and the Investment Bank. Our global reach and the breadth of our expertise are major assets that set us apart from our competitors. We draw on our differences – who we are, what we've experienced and how we think – to come together and deliver advice and solutions for our clients and for society. We put their interests first. When we work together, the result of our work is stronger. Each of us is more than one person.

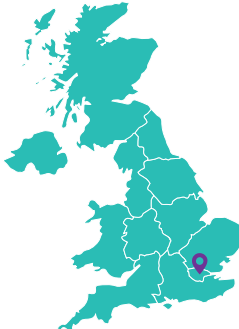
It's easy to apply online. Applications for the program open in January and can all be done online through an easy-to-follow process. We hire on a rolling basis so apply as soon as you can.

Our application process has four stages, each designed to learn more about you and your interest in joining us. Being prepared for every step of the application process will make a great first impression.

No. of opportunities:
40

Salary per annum:
£21,000

Roles available in the following locations:
London



UNILEVER

**FAST-MOVING
CONSUMER
GOODS**

49th



Reviewed **8.05 / 10** by **117** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs including Maths and English.

Qualifications & Training: Training delivered by our training providers and a personalised learning and development plan with your team.

Deadline: March 2021.

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs including Maths and English. Programme specific requirements can be found on our website.

Qualifications & Training: Training delivered by our training providers and a personalised learning and development plan with your team.

Deadline: March 2021.

DEGREE APPRENTICESHIP

Entry Requirements: 5 GCSEs including Maths and English. Programme specific requirements can be found on our website.

Qualifications & Training: Training delivered by our training providers and a personalised learning and development plan with your team.

Deadline: March 2021

Unilever is a global fast-moving consumer goods company and is one of the world’s leading suppliers of Beauty & Personal Care, Home Care, and Foods & Refreshment products, reaching 2.5 billion consumers a day. Unilever has more than 400 brands found in homes all over the world, including Persil, Dove, PG Tips & Magnum.

We’re looking for new apprentices who have a passion for learning new skills and working with exciting brands to join our programmes in Business & Technology, Research & Development and Engineering.

No. of opportunities:
110

Salary per annum:
£14,500 - £18,000

Roles available in the following locations:
UK wide



NOTES

GOALS

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EMPLOYERS TO CONTACT

FREQUENTLY ASKED QUESTIONS

Q I HAVE NO IDEA IF I WANT TO GO TO UNIVERSITY OR DO AN APPRENTICESHIP. WHAT DO I DO?

A Ooh, the million dollar question. Each has its pros and cons, but ultimately it depends on the kind of person you are - and what you want from your career. Turn to [page 10](#) to weigh up your options.

Q CAN I DO AN APPRENTICESHIP IN MATHS, OR GEOGRAPHY?

A Apprenticeships offer real industry experience in a wide range of jobs, including digital marketing, nursing and teaching. 80% of your time will be spent on-the-job, rather than in the classroom.

Q WHAT APPRENTICESHIP LEVEL CAN I APPLY FOR?

A This all depends on what qualifications you have. For instance, if you left school after GCSEs, you could choose to do a traineeship, an intermediate apprenticeship or an advanced apprenticeship. Use our [Next Step Explorer](#) on [page 11](#) to find the right path for you.

Q WHAT QUALIFICATIONS DO I NEED?

A Entry requirements vary between programmes. You only need two passes at GCSE to do a traineeship, but a degree apprenticeship requires 3 A Levels at A* to C. Check [page 12](#) to see which qualifications you need to apply for each programme.

Q WHEN'S THE BEST TIME TO START APPLYING FOR APPRENTICESHIPS?

A Companies take on apprentices all year round, and most don't wait for the application deadline before filling the role - so it's a good idea to get yours in early! When you're ready to apply, go to [page 13](#) to search for live jobs in 19 different industries.

Q WILL I HAVE TO MOVE TO LONDON TO DO AN APPRENTICESHIP?

A Certainly not! Hundreds of companies across the UK offer apprenticeships and work experience schemes to young people. Check out our map on [page 14](#) to discover the top 5 employers in your region.

THANK YOU

Thanks for taking the time to flick through A Guide to Career Options 2021!

We know it's been a difficult year. 2020/21 has been and will continue to be a bumpy ride.

COVID-19 has changed most things, except this... The future is yours, and we're here to help you and inspire you to take the first steps in your career.

We'd like to thank all of the students who've submitted reviews on and all of the companies who have contributed to this guide.

All that's left to say is, regardless of whether you end up on an apprenticeship or at university, we wish you all the luck in the world.

The RateMyApprenticeship Team.





★ RATEMY**APPRENTICESHIP**